



**2014 PAY RATE SURVEY  
TOTAL RESULTS: ALL DISCIPLINES**

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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.

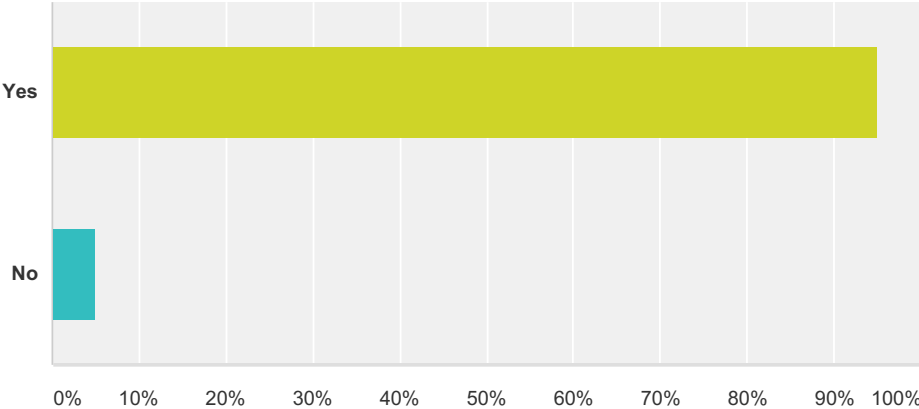
The survey was distributed to an email list of over 1200 artists in the Philadelphia area. These artists were encouraged to share the link to the survey with others via social media and other networks. In addition, organizations like Dance/UP, the Greater Philadelphia Cultural Alliance, the Leeway Foundation, 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 All Disciplines. *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: 372 Skipped: 6

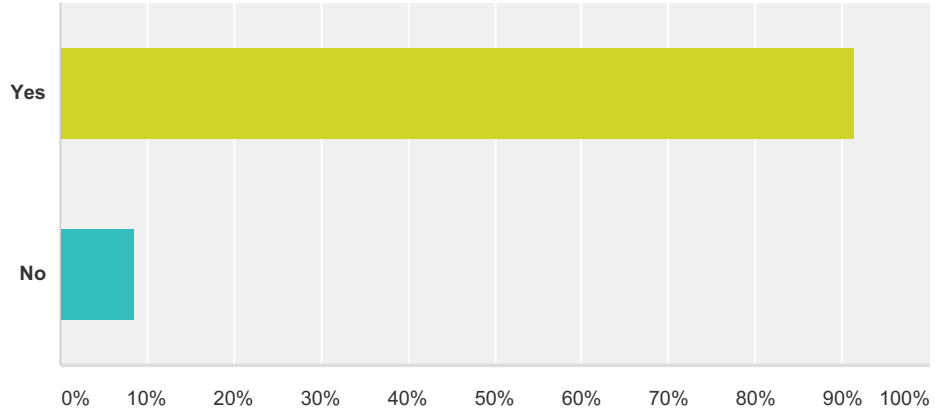


Answer Choices	Responses
Yes	94.89% 353
No	5.11% 19
<b>Total</b>	<b>372</b>

Teaching Artist Pay Rate Survey 2014

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

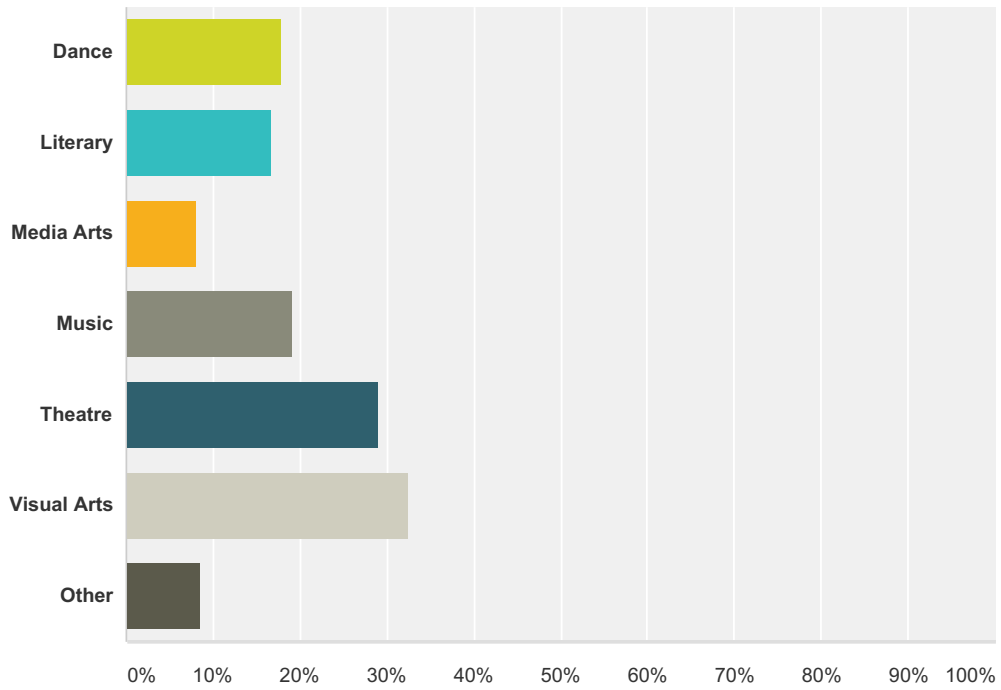
Answered: 354 Skipped: 24



Answer Choices	Responses
Yes	91.53% 324
No	8.47% 30
<b>Total</b>	<b>354</b>

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

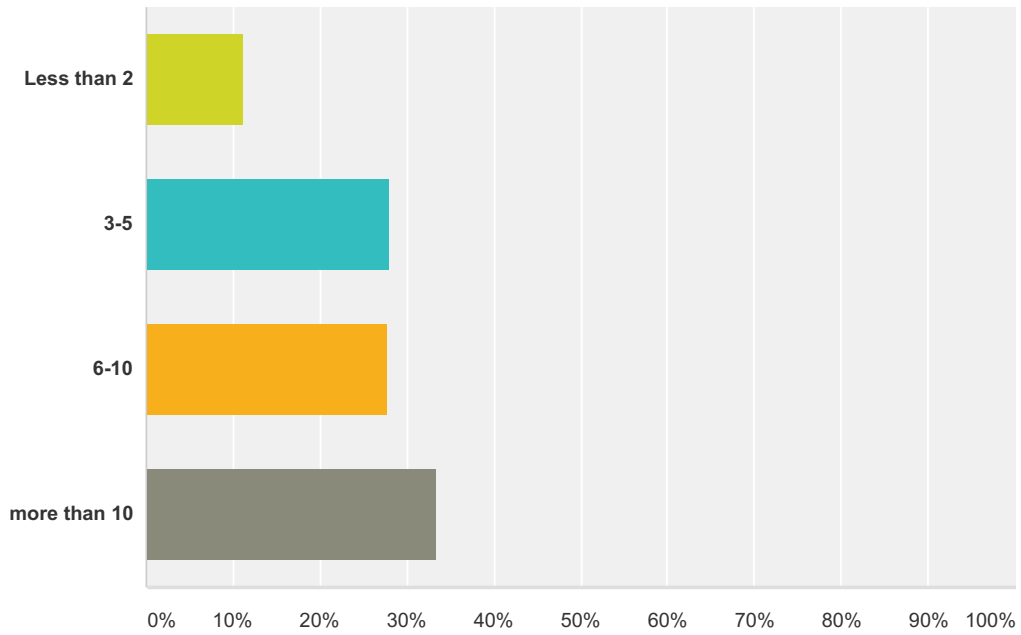
Answered: 316 Skipped: 62



Answer Choices	Responses
Dance	18.04% 57
Literary	16.77% 53
Media Arts	8.23% 26
Music	19.30% 61
Theatre	29.11% 92
Visual Arts	32.59% 103
Other	8.54% 27
<b>Total Respondents: 316</b>	

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

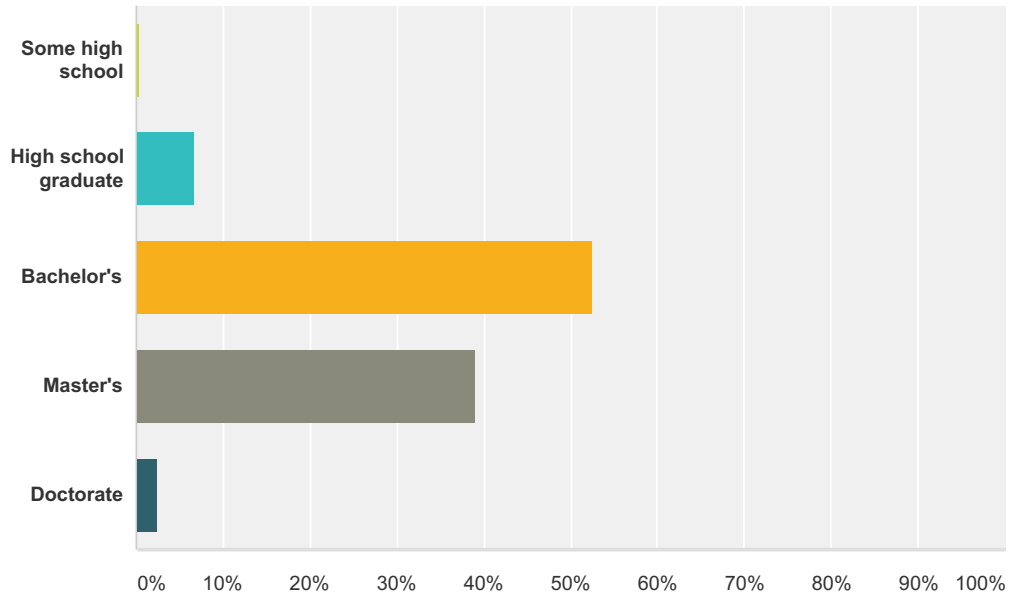
Answered: 318 Skipped: 60



Answer Choices	Responses	
Less than 2	11.32%	36
3-5	27.99%	89
6-10	27.67%	88
more than 10	33.33%	106
<b>Total Respondents: 318</b>		

### Q5 What is your highest level of education?

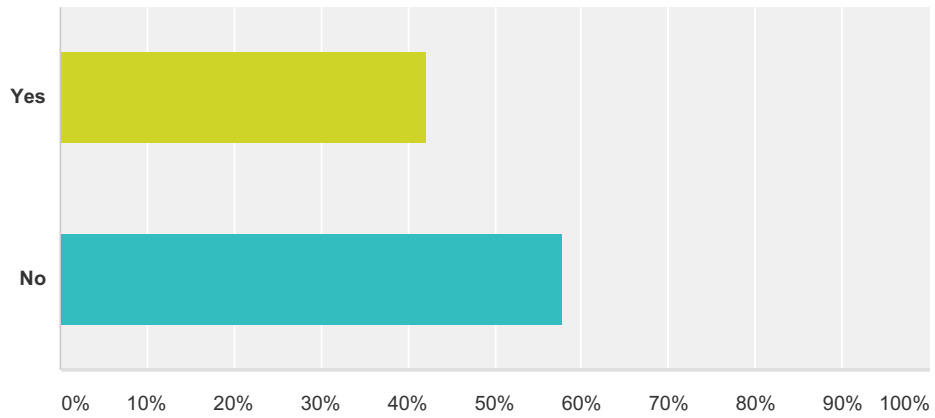
Answered: 317 Skipped: 61



Answer Choices	Responses
Some high school	0.32% 1
High school graduate	6.62% 21
Bachelor's	52.68% 167
Master's	39.12% 124
Doctorate	2.52% 8
<b>Total Respondents: 317</b>	

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

Answered: 317 Skipped: 61

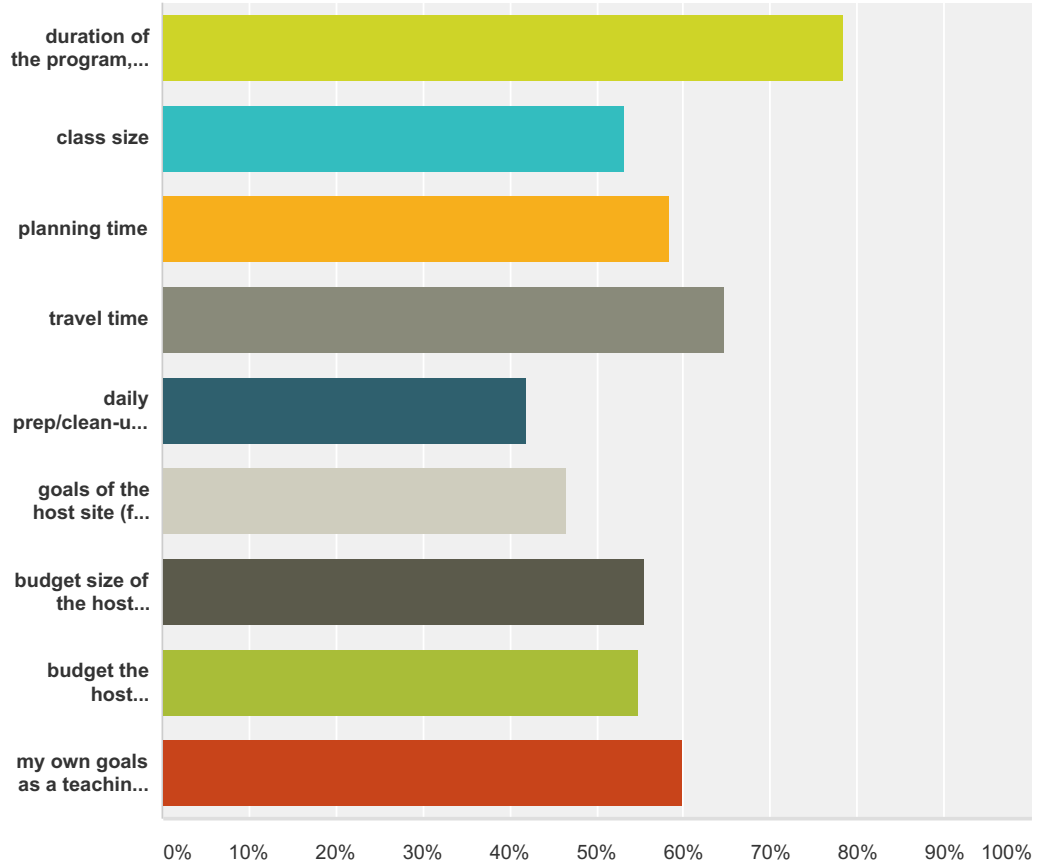


Answer Choices	Responses
Yes	42.27% 134
No	57.73% 183
<b>Total</b>	<b>317</b>



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

Answered: 284 Skipped: 94



Answer Choices	Responses
duration of the program, that is, whether it is a one-time or more extended program	78.52% 223
class size	53.17% 151
planning time	58.45% 166
travel time	64.79% 184
daily prep/clean-up time	41.90% 119
goals of the host site (for example, school, community site, etc.)	46.48% 132
budget size of the host organization	55.63% 158
budget the host organization has set aside for this project	54.93% 156
my own goals as a teaching artist (for example, connection to particular community or mission)	59.86% 170
<b>Total Respondents: 284</b>	

## Teaching Artist Pay Rate Survey 2014

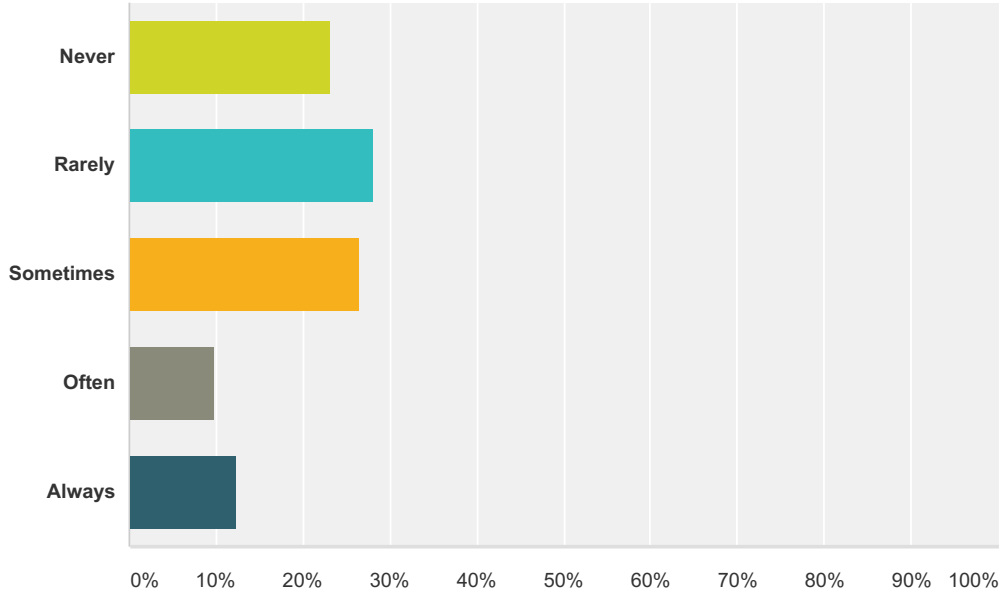
#	Other (please specify)	Date
1	its usually set through the company i work for. all these factors are oin play	9/25/2014 6:15 PM
2	Designated by the host organization	9/25/2014 12:15 PM
3	how "hot" the class style might be	9/24/2014 9:48 PM
4	age range	9/24/2014 9:55 AM
5	my own financial goals at the time	9/23/2014 12:06 PM
6	I accepted the pay rate the dance studio offers.	9/23/2014 8:27 AM
7	I don't set my rate, the organization I work for does	9/17/2014 10:08 AM
8	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
9	I don't set the rate... it's set	9/15/2014 10:43 PM
10	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
11	I rarely get to set my own hourly rate; the organization's size and budget set the standard.	9/15/2014 11:37 AM
12	I don't set my hourly rate	9/15/2014 10:44 AM
13	Overhead, expenses, employing help/expertise, design, consultation	9/15/2014 12:49 AM
14	teach at university-- they set pay scale	9/14/2014 9:10 PM
15	The length of the workshop/performance (time that day)	9/12/2014 7:39 PM
16	Most of the time I do not set my own rate but accept (or not) what the institution offers.	9/9/2014 3:00 PM
17	It is rare that I get to determine the rate, it is generally handed to me by the institution. I try to determine if I accept a job based on the fee offered in relation to program duration, class size, travel, prep. Cost - Benefit analysis	9/9/2014 8:55 AM
18	cost of supplies	9/8/2014 11:25 PM
19	Often the rate is set by the organization that books me	9/8/2014 4:06 PM
20	Every state is different, economic watershed issues	9/8/2014 11:36 AM
21	I've rarely been able to set my own rate. When I do, it set it at the market norm.	9/7/2014 2:06 PM
22	n/a - teaching artists do not often set their hourly rate; it is determined by the institution they work for	9/7/2014 12:17 AM
23	supplies, consultations with others on certain projects.	9/6/2014 12:36 PM
24	There was no negotiation, There was only the offered pay or no job	9/6/2014 12:15 PM
25	I usually teach for centers who already have an established pay rate	9/5/2014 12:34 AM
26	It is usually previously determined by the organization I am working for	9/4/2014 2:22 PM
27	it it's an interesting project	9/3/2014 2:48 PM
28	How desperate I am for work	9/3/2014 1:37 PM
29	Risk of damage to my materials; cost of purchasing replacements	9/3/2014 12:44 PM
30	As an adjunct professor, I can't usually set it myself	9/3/2014 12:24 PM
31	Personal interest in the content, ease of working with the organization.	9/3/2014 12:23 PM
32	My rate is set by the art center I contract through	9/3/2014 11:44 AM
33	materials	9/3/2014 11:43 AM
34	Whether or not I'm required to create an original curriculum	9/3/2014 11:25 AM
35	Usually the rates are set by the non-profit and I really have no say as to what I get. I just agree to their rate.	9/3/2014 11:11 AM

## Teaching Artist Pay Rate Survey 2014

36	I have never set my own rate, the org for which I've worked has always set it	9/3/2014 10:50 AM
37	rates are usually determined by contractor	9/3/2014 10:48 AM
38	Participation/co-teaching with host site staff	9/3/2014 10:47 AM
39	I do not set the hourly rate	9/3/2014 10:43 AM
40	I charge a set rate for a 20 day residency... Not by the hour.	9/3/2014 10:35 AM
41	Pay rate has never seemed negotiable	9/3/2014 10:34 AM
42	use of personal equipment	9/3/2014 10:13 AM
43	The places I have taught at determine the pay rate, not the teacher	9/3/2014 10:04 AM
44	What other orgs have paid me. Most often however I'm offered a rate by the company that is standard for them.	9/3/2014 10:01 AM
45	Hours of actual class	9/3/2014 9:59 AM
46	cost of supplies (if they must be purchased on my own)	9/3/2014 9:55 AM
47	Every residency is different. The size of the organization is probably the biggest variable	9/3/2014 9:53 AM
48	To provide theatre arts education and experience to under-served youth	9/3/2014 9:37 AM

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

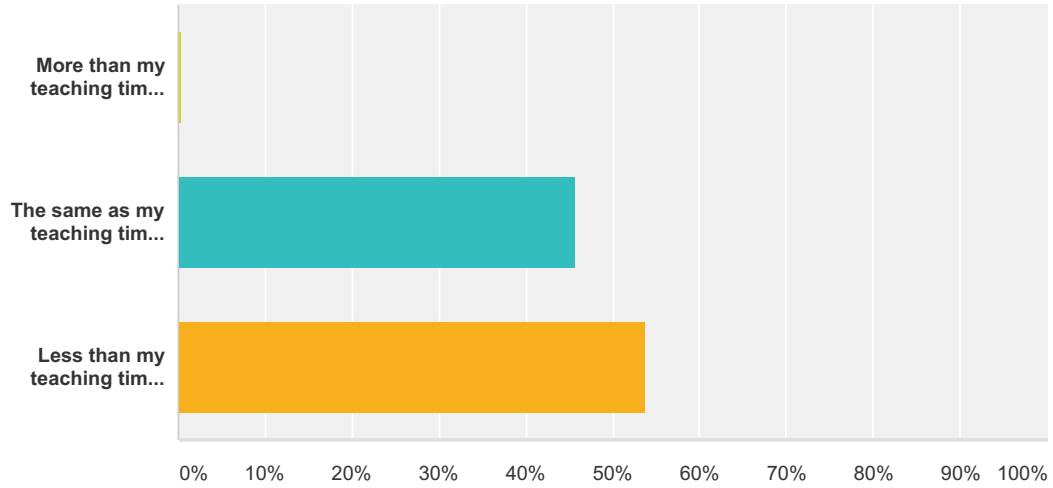
Answered: 298 Skipped: 80



Answer Choices	Responses	
Never	23.15%	69
Rarely	28.19%	84
Sometimes	26.51%	79
Often	9.73%	29
Always	12.42%	37
<b>Total</b>		<b>298</b>

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

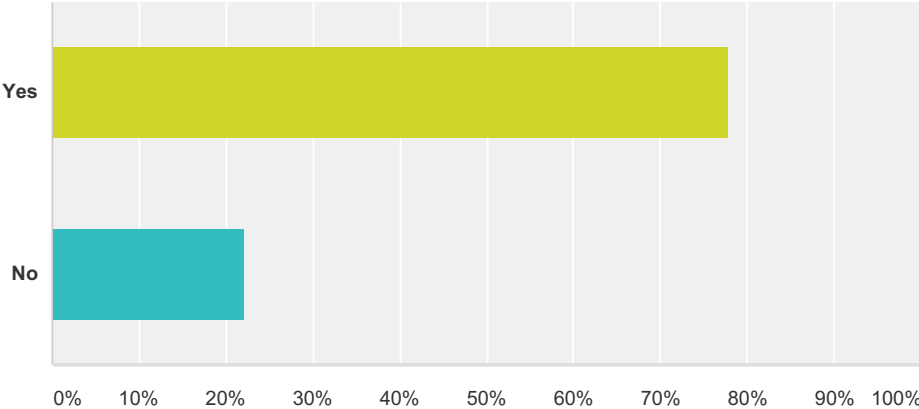
Answered: 230 Skipped: 148



Answer Choices	Responses
More than my teaching time rate	0.43% 1
The same as my teaching time rate	45.65% 105
Less than my teaching time rate	53.91% 124
<b>Total</b>	<b>230</b>

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

Answered: 297 Skipped: 81

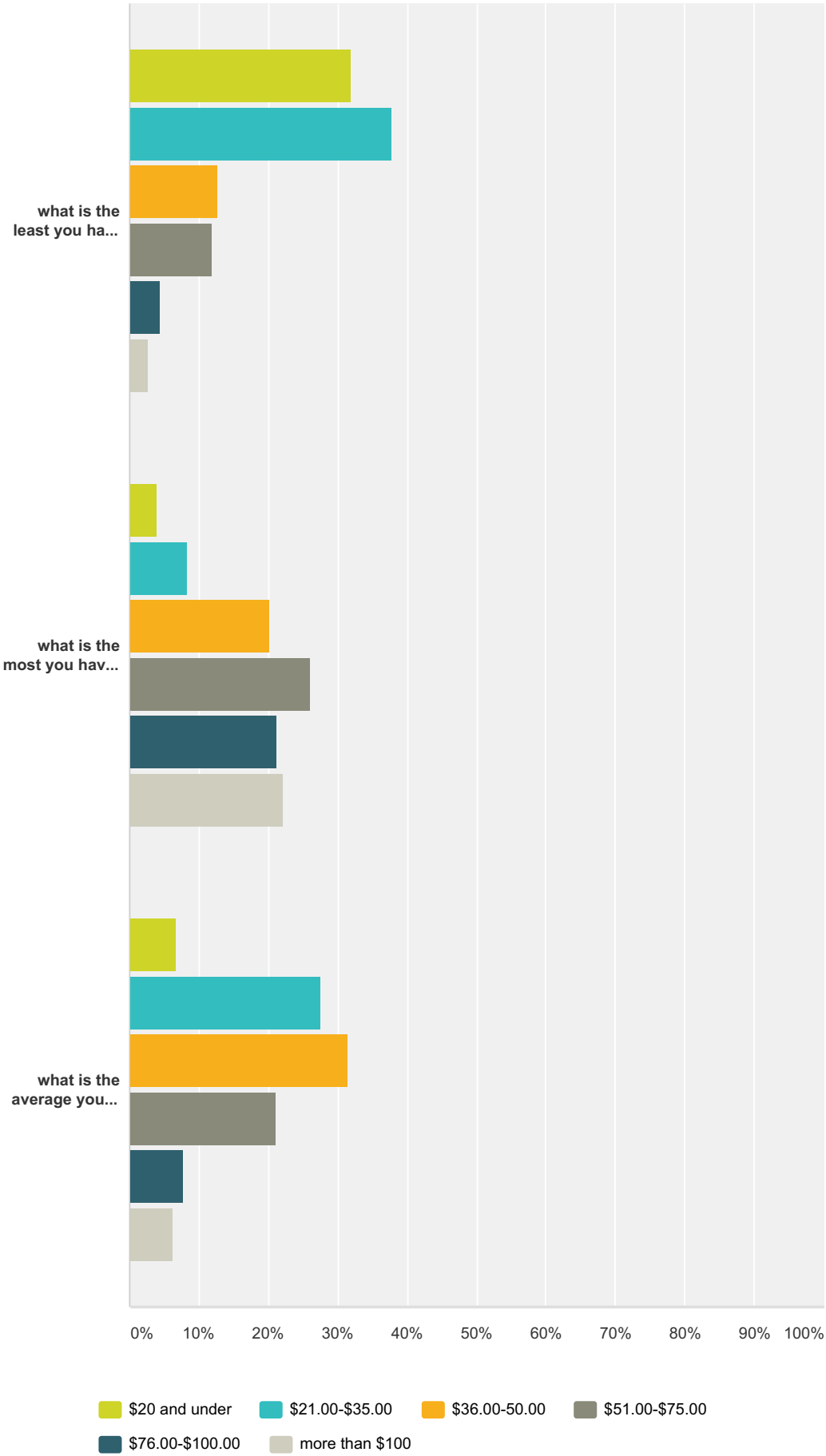


Answer Choices	Responses
Yes	77.78% 231
No	22.22% 66
<b>Total</b>	<b>297</b>

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

Answered: 228 Skipped: 150

# 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?	32.02% 73	37.72% 86	12.72% 29	11.84% 27	4.39% 10	2.63% 6	228
what is the most you have charged per hour of teaching time?	3.98% 9	8.41% 19	20.35% 46	26.11% 59	21.24% 48	22.12% 50	226
what is the average you have charged per hour of teaching time?	6.76% 15	27.48% 61	31.53% 70	21.17% 47	7.66% 17	6.31% 14	222

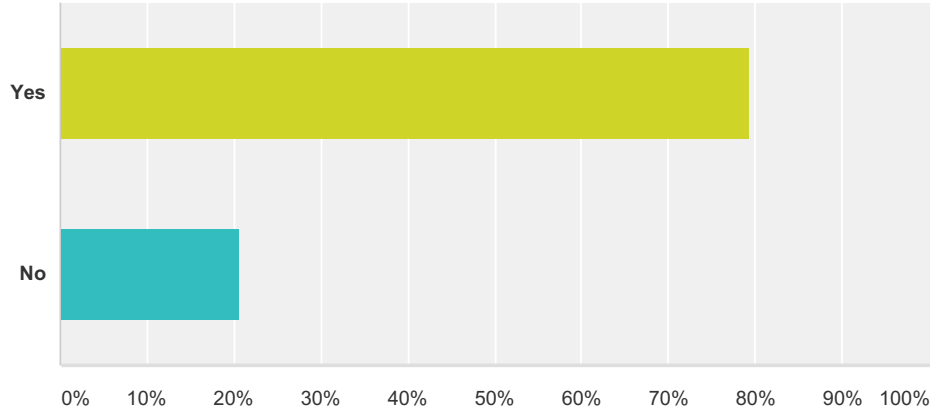
#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	Black dance schools pay significantly less than all others :(	9/30/2014 9:59 AM
2	It depends on the difficulty of the subject matter, prep and amount of students	9/29/2014 1:34 PM
3	coaching it varied depending on if its a Student, Working Professional or Referral	9/25/2014 6:19 PM
4	sometimes I do not decide the fee, it is presented to me	9/25/2014 4:16 PM
5	This has always been designated by the host org	9/25/2014 12:16 PM
6	My current organization pays a flat rate for lead teaching time. We are not paid for prep or travel time. The rate does not take into consideration level of education or experience. There appears to be no raise structure.	9/24/2014 2:27 PM
7	Sometimes the rate is based on the number of students in the class, if the students are paying a "tuition" vs. an organization's paying me outright. In the former, I charge per student per hour, generally \$25 per hour per student	9/24/2014 5:38 AM
8	If it's an opportunity to practice a new skill or try out a new workshop, or if it will lead to another paid engagement, I occasionally agree to work for free. Otherwise, I charge \$50/hr usually.	9/22/2014 2:00 PM
9	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
10	Normally give a program rate which includes all expenses	9/16/2014 9:28 AM
11	The organization I work for now pays \$40/hr. \$20/hr for official meetings/trainings	9/15/2014 6:15 PM
12	Challenge your students and don't be vain	9/15/2014 12:52 AM
13	I use the Day Rate for NJ Teaching Artists which is \$300/day (all day). Typically I'll use \$150 for an hour (for performances) and \$250 for 2 hours.	9/12/2014 7:40 PM
14	Most theater companies in the Philly area pay their teaching artists \$50/hr but some as low as \$25 all expect travel and preps time to be included in that fee. That fee has been 'standard ' since early 1990's there has been no consideration for rising costs of gas or public transit	9/9/2014 8:59 AM
15	If the one-day is more like a performance, I've charged a higher rate. However, I've never charged a higher rate to be a TA in the regular classroom. I do think one-time rates should be at a higher scale than a returning engagement.	9/9/2014 8:10 AM
16	I rarely feel in the position to set my own hourly, as there's fierce competition for gigs.	9/9/2014 12:30 AM
17	Needing the work, I have learned to understand many cannot afford to pay more, but wish they could.	9/8/2014 9:48 PM
18	The idea of what I charge isn't accurate. I take what they offer.	9/8/2014 4:37 PM
19	I also teach by doing judging of contests and providing notes	9/8/2014 4:10 PM
20	Again the rate is usually set by the organization that hired me	9/8/2014 4:07 PM
21	Teaching time payment can be by the session, when certain factors apply (i.e. multiple teachers, two or more short workshops, short demonstrations, at a festival/fair, conference or when future events will be booked or when kits/books &/or other equipment is being sold.	9/6/2014 12:42 PM
22	I often use a flat fee, which rolls in all teaching, travel, prep etc.	9/5/2014 10:23 PM
23	\$25 an hour is the nonnegotiable (in my experience) hourly rate for Mural Arts, but sometimes you can negotiate for more hours.	9/4/2014 10:08 AM

## Teaching Artist Pay Rate Survey 2014

24	Usually one shot classes do not involve pay for prep time.	9/3/2014 5:36 PM
25	Depends on the organization	9/3/2014 2:07 PM
26	Often I do not have the option of setting my own rate. These have been rates offered to me that I have accepted. Under \$20 per hour I typically do not accept.	9/3/2014 1:09 PM
27	most of these gigs come with that built into the pay	9/3/2014 12:39 PM
28	When working with non profits I have often done free workshops or maybe got paid \$50-\$100 for a day. I market to lots of colleges to do workshops so that I. Can charge \$1K per hour and make time to find the free work I would like to sod with non profits.	9/3/2014 12:27 PM
29	I vary a lot based on who's paying. I always ask for a lot more than I would agree to, a LOT more. Then I negotiate.	9/3/2014 12:25 PM
30	If the job is within a half hour I will not do it usually unless the pay is much more.	9/3/2014 11:35 AM
31	price is rarely negotiable. employer determines salary and teacher decides whether to take job	9/3/2014 10:50 AM
32	I'm usually not in a position to risk loosing a gig by trying to negotiate better pay	9/3/2014 10:36 AM
33	I build non-teaching time pay into my hourly rate.	9/3/2014 10:35 AM
34	Consider travel time, taxes (later), costs of working as an independent contractor	9/3/2014 10:16 AM
35	I charge \$15/hour per student for group lessons, \$40/hour for private lessons.	9/3/2014 10:01 AM
36	I don't break it down by hour but charge 1/2 day or full day rates.	9/3/2014 9:55 AM
37	I sometimes get a higher hourly rate, because I take into account my prep/travel time. It's not specifically stated or negotiated that way though. So in essence I am being paid for travel and prep because I charge a higher fee if there is a lot of travel and/or prep	9/3/2014 9:54 AM
38	The program was 12 hours over 6 sessions for youth in South Camden through South Camden Theatre Company. We charged the student a nominal fee of \$15 for the entire series. This community cannot afford to pay. The theatre company plans to seek grant funding for the programs, to include salary for the director and facilitators. I did not take any payment.	9/3/2014 9:40 AM
39	Camp program...hourly breakdown is hard to tabulate	9/3/2014 9:34 AM

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

Answered: 291 Skipped: 87

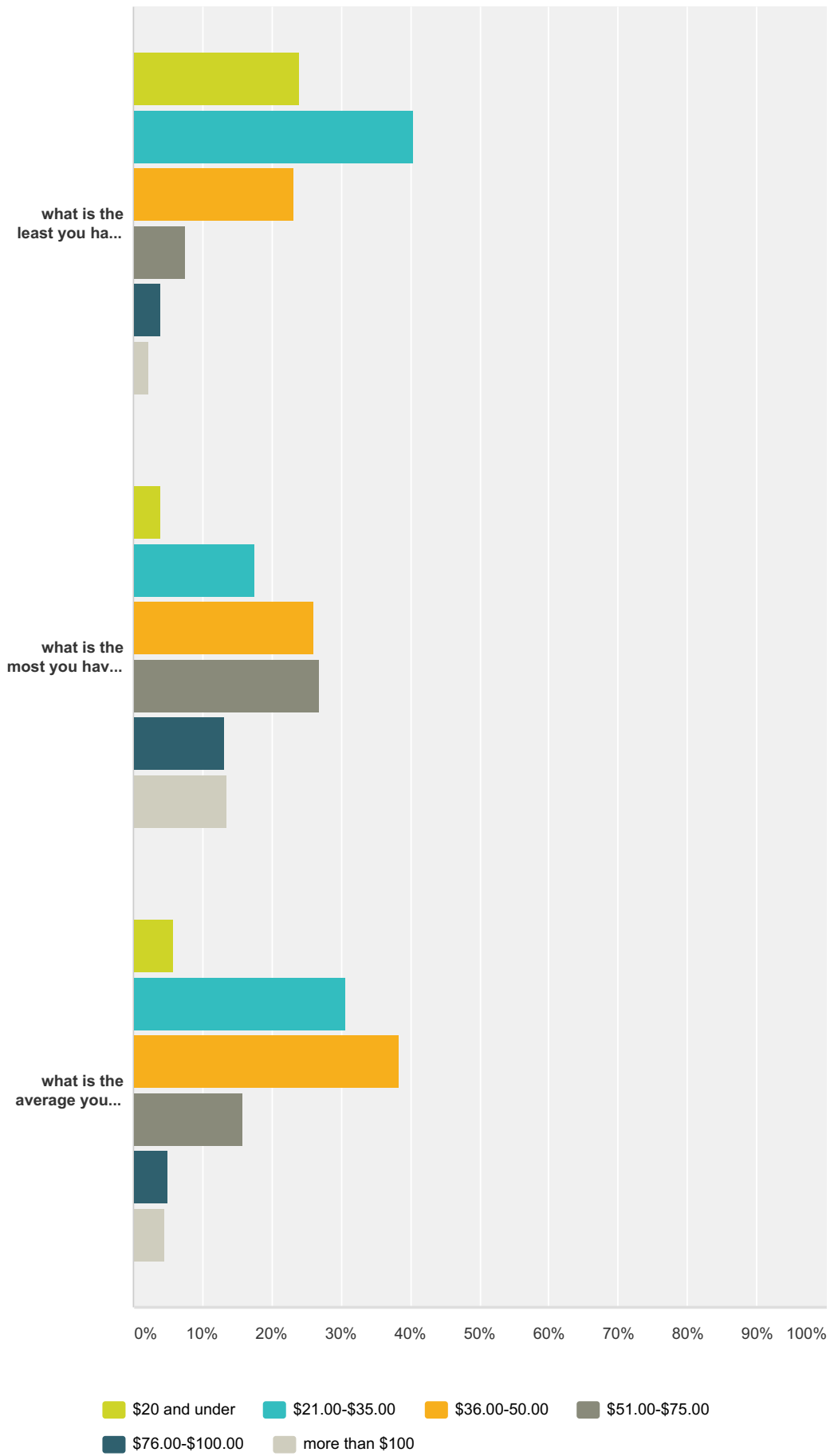


Answer Choices	Responses
Yes	79.38% 231
No	20.62% 60
<b>Total</b>	<b>291</b>

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

Answered: 225 Skipped: 153

# Teaching Artist Pay Rate Survey 2014



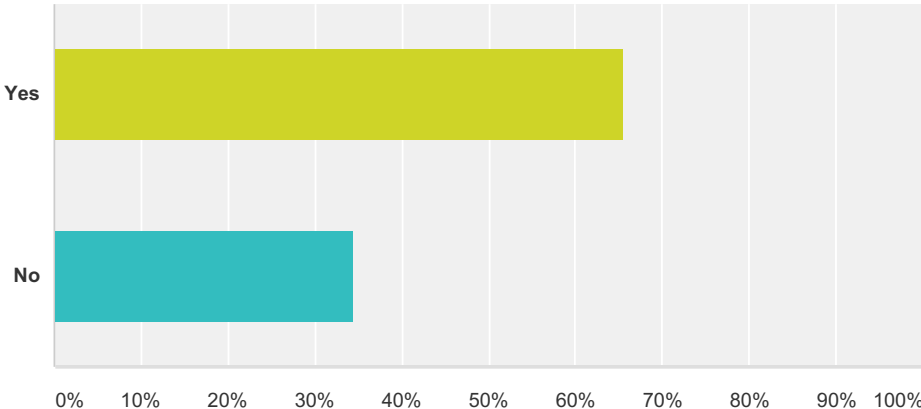
## Teaching Artist Pay Rate Survey 2014

	\$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?	24.00% 54	40.44% 91	23.11% 52	7.56% 17	4.00% 9	2.22% 5	225
what is the most you have charged per hour of teaching time?	4.05% 9	17.57% 39	26.13% 58	27.03% 60	13.06% 29	13.51% 30	222
what is the average you have charged per hour of teaching time?	5.88% 13	30.77% 68	38.46% 85	15.84% 35	4.98% 11	4.52% 10	221

#	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	This was designated by the host org	9/25/2014 12:16 PM
3	Flat rate determined by organization.	9/24/2014 2:28 PM
4	Is dependent on the number of students and who is paying, students or organization	9/24/2014 5:39 AM
5	Don't take organizational agendas personally even if they seem contradictory to their mission and publicity.	9/15/2014 12:56 AM
6	\$50/hr tutoring, \$65/hr for 2 students, \$25-30/hr for class teaching	9/9/2014 3:02 PM
7	I don't feel like doing the math: two weeks, five days a week, 9:00 - 3:00 = \$2,000	9/8/2014 10:02 PM
8	i averaged in the results some free or very low-cost multiple programs that were given.bbb	9/6/2014 12:44 PM
9	I was a teaching assistant to a teaching artist, rather than the main teacher.	9/4/2014 11:04 PM
10	Again, I often am not offered the option of setting my own rate. These are what I typically accept.	9/3/2014 1:10 PM
11	this is built into the pay	9/3/2014 12:39 PM
12	Building a relationship with the host site offers the opportunity for increased pay over time	9/3/2014 10:54 AM
13	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
14	as I stated before. Pay is non negotiable.	9/3/2014 10:51 AM
15	I charge 6,000 for a 10 day program	9/3/2014 10:37 AM
16	Please see details to question 12, which apply here.	9/3/2014 9:41 AM

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

Answered: 279 Skipped: 99



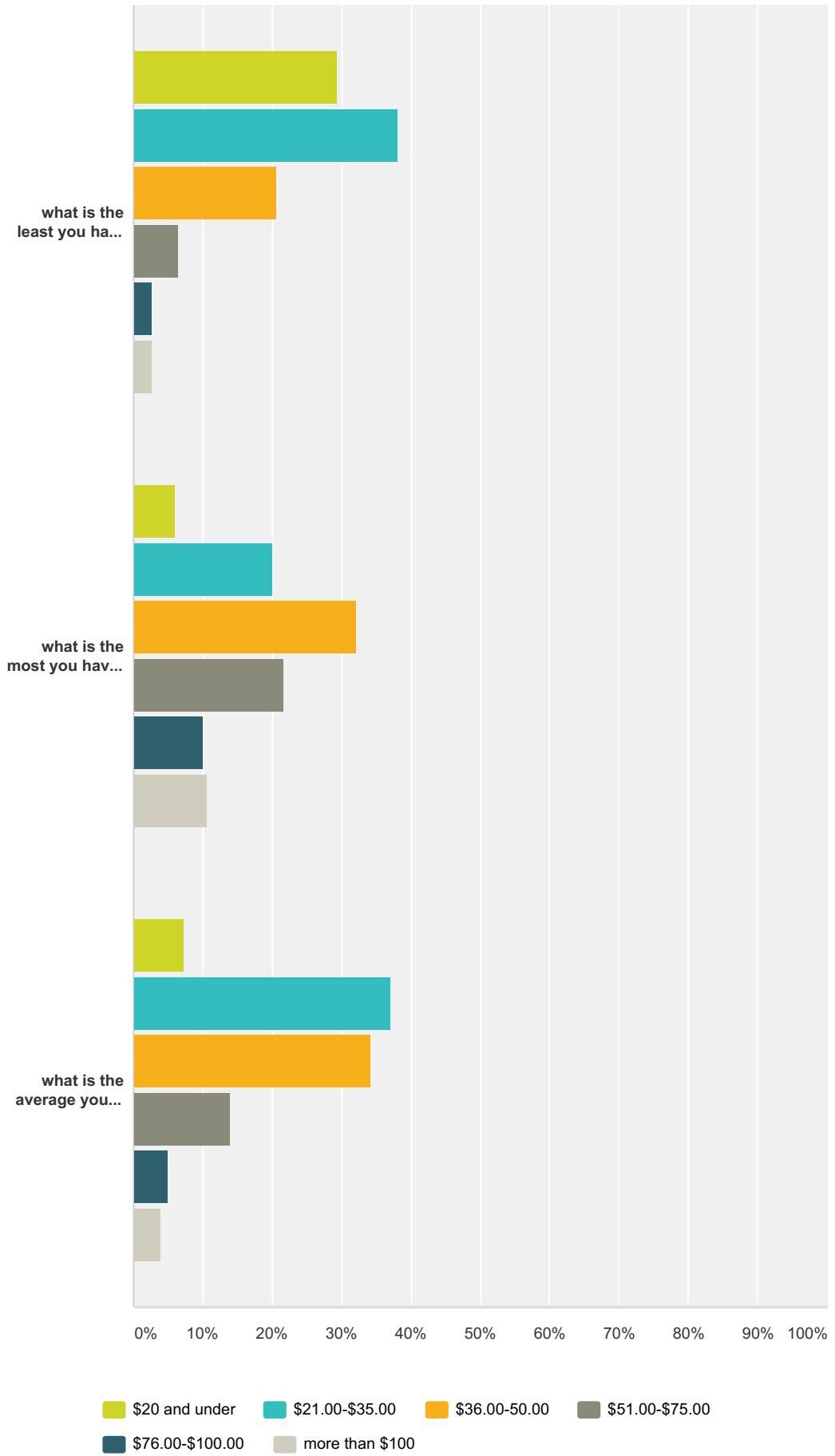
Answer Choices	Responses
Yes	65.59% 183
No	34.41% 96
<b>Total</b>	<b>279</b>

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

Answered: 183 Skipped: 195



# Teaching Artist Pay Rate Survey 2014



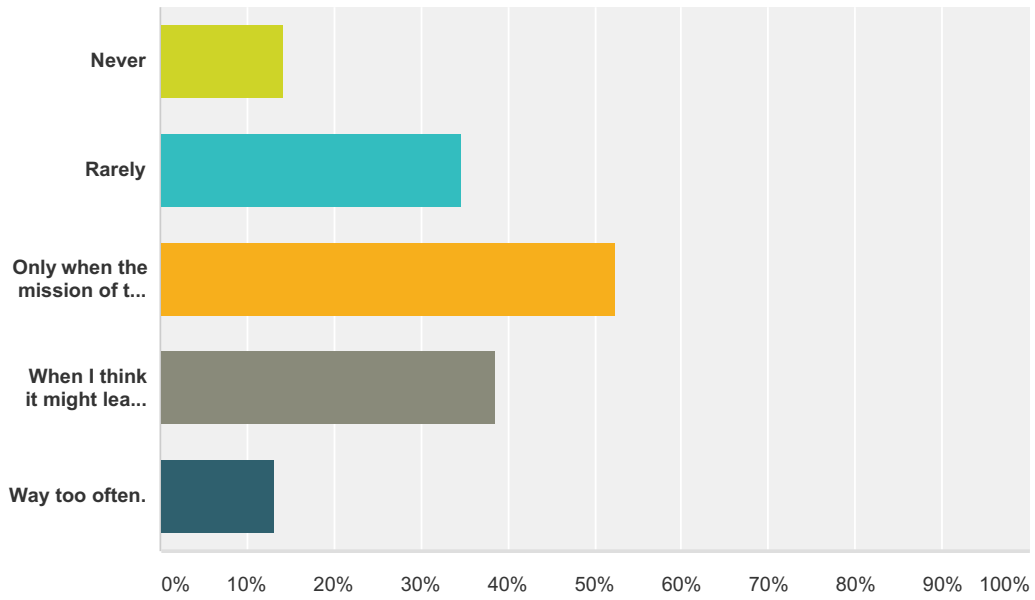
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	\$20 and under	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	more than \$100	Total Respondents
what is the least you have charged per hour of teaching time?	29.51% 54	38.25% 70	20.77% 38	6.56% 12	2.73% 5	2.73% 5	183
what is the most you have charged per hour of teaching time?	6.11% 11	20.00% 36	32.22% 58	21.67% 39	10.00% 18	10.56% 19	180
what is the average you have charged per hour of teaching time?	7.30% 13	37.08% 66	34.27% 61	14.04% 25	5.06% 9	3.93% 7	178

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	Usually the org I'm teaching for has a grant that stabilizes the rate of pay	9/29/2014 1:36 PM
2	Flat rate determined by organization.	9/24/2014 2:28 PM
3	I typically go w/ a daily rate rather than hourly	9/24/2014 9:58 AM
4	some of my work is in mental health/hospital settings.They tend to have more money.	9/23/2014 7:02 PM
5	rates set by my institutions	9/14/2014 9:11 PM
6	Again, I don't feel like doing the math. I honestly don't charge by hour, but usually if I do, it's about \$100 an hour.	9/8/2014 10:03 PM
7	I teach for a summer camp (9 weeks) at a theatre. \$16.25/hr before taxes (they pay for paid prep periods)	9/8/2014 5:39 PM
8	I have been paid more for in-school residencies, perhaps to account travel expenses.	9/5/2014 9:31 PM
9	The companies offered contracts at these rates.	9/3/2014 1:11 PM
10	built into the pay	9/3/2014 12:39 PM
11	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
12	for a weekly 1.5 hour class, made \$25/hr but was only paid for the hours of class not set up or cleanup or planning or prep	9/3/2014 11:11 AM
13	I charge \$12,000 for twenty days	9/3/2014 10:38 AM

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

Answered: 282 Skipped: 96



Answer Choices	Responses
Never	14.18% 40
Rarely	34.75% 98
Only when the mission of the organization is something I really believe in and they don't have money to hire me.	52.48% 148
When I think it might lead to paying work later.	38.65% 109
Way too often.	13.12% 37
<b>Total Respondents: 282</b>	