



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

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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.

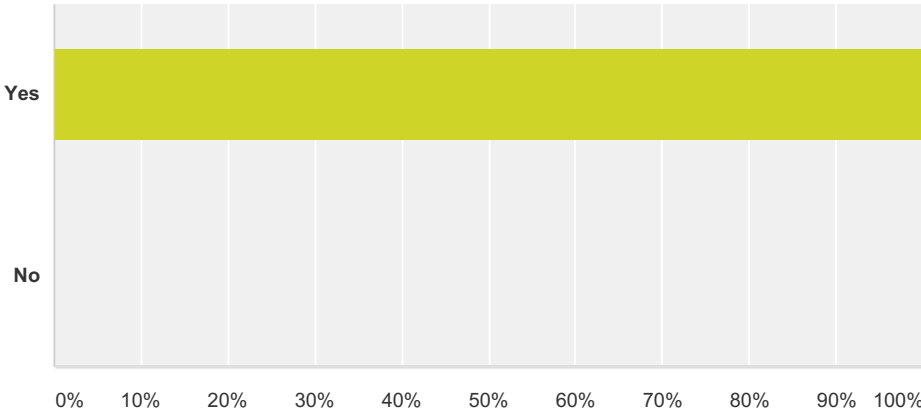
The survey was distributed to an email list of over 1200 artists in the Philadelphia area. These artists were encouraged to share the link to the survey with others via social media and other networks. In addition, organizations like Dance/UP, the Greater Philadelphia Cultural Alliance, the Leeway Foundation,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

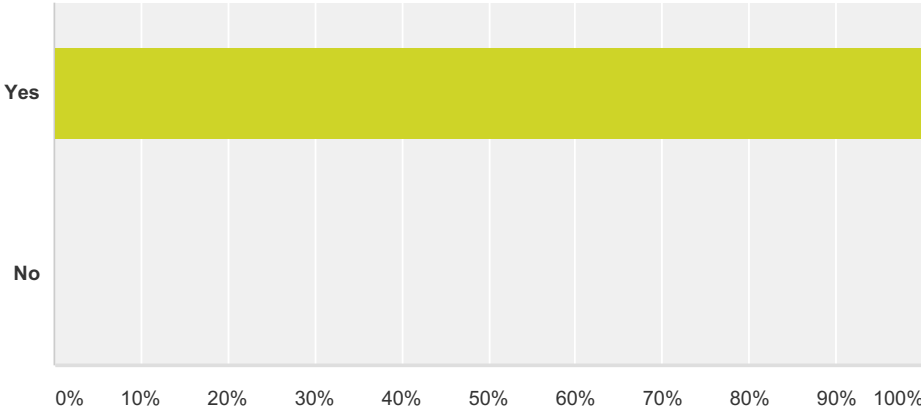
Answered: 60 Skipped: 1



Answer Choices	Responses
Yes	100.00% 60
No	0.00% 0
Total	60

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

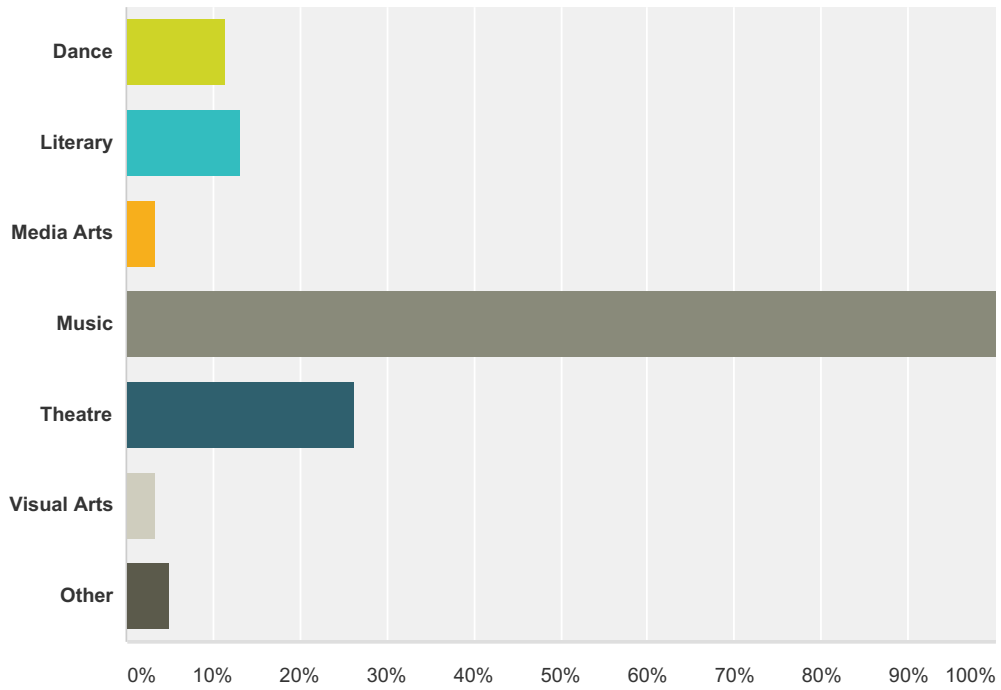
Answered: 60 Skipped: 1



Answer Choices	Responses
Yes	100.00% 60
No	0.00% 0
Total	60

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

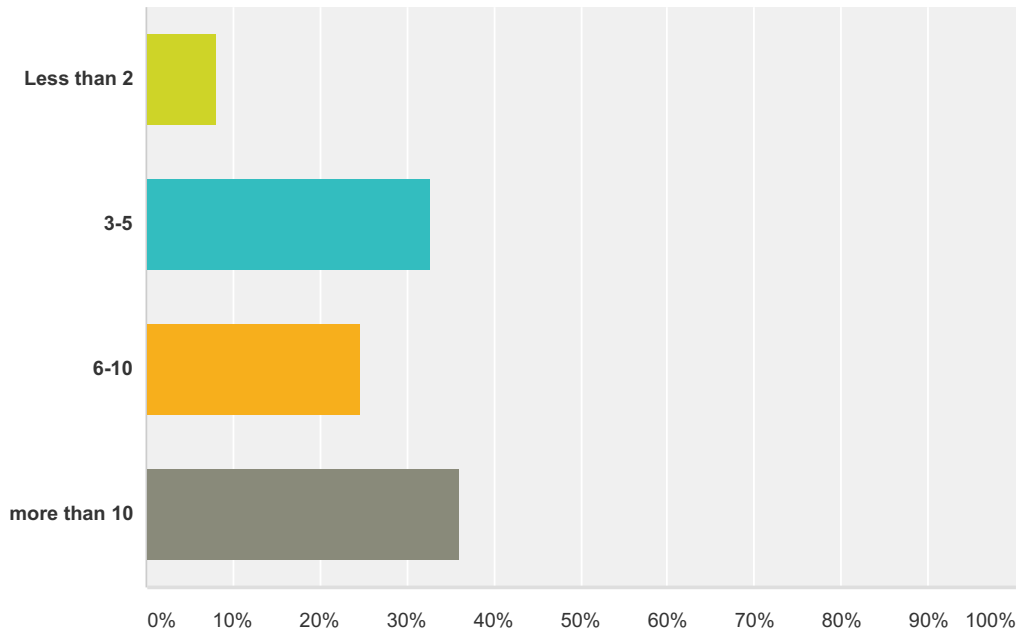
Answered: 61 Skipped: 0



Answer Choices	Responses
Dance	11.48% 7
Literary	13.11% 8
Media Arts	3.28% 2
Music	100.00% 61
Theatre	26.23% 16
Visual Arts	3.28% 2
Other	4.92% 3
Total Respondents: 61	

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

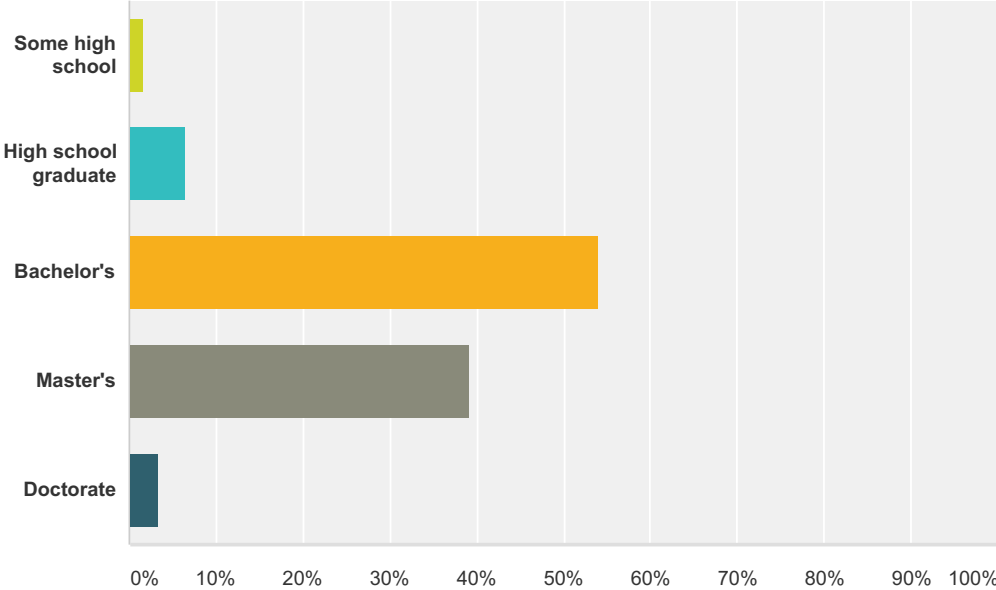
Answered: 61 Skipped: 0



Answer Choices	Responses	Count
Less than 2	8.20%	5
3-5	32.79%	20
6-10	24.59%	15
more than 10	36.07%	22
Total Respondents: 61		

Q5 What is your highest level of education?

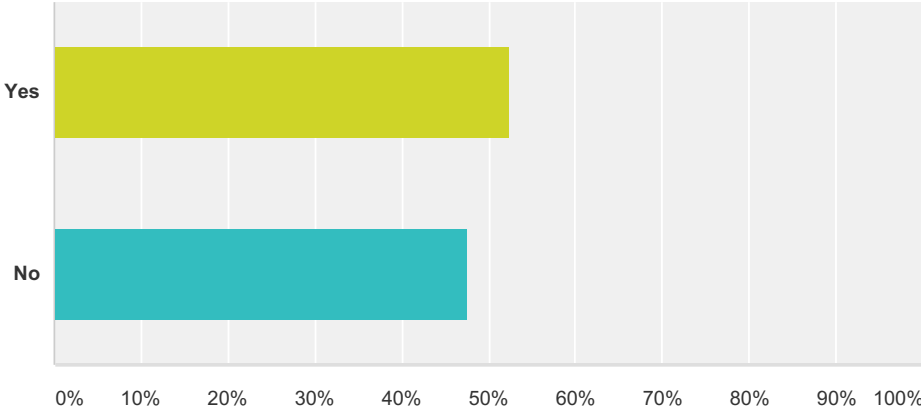
Answered: 61 Skipped: 0



Answer Choices	Responses
Some high school	1.64% 1
High school graduate	6.56% 4
Bachelor's	54.10% 33
Master's	39.34% 24
Doctorate	3.28% 2
Total Respondents: 61	

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

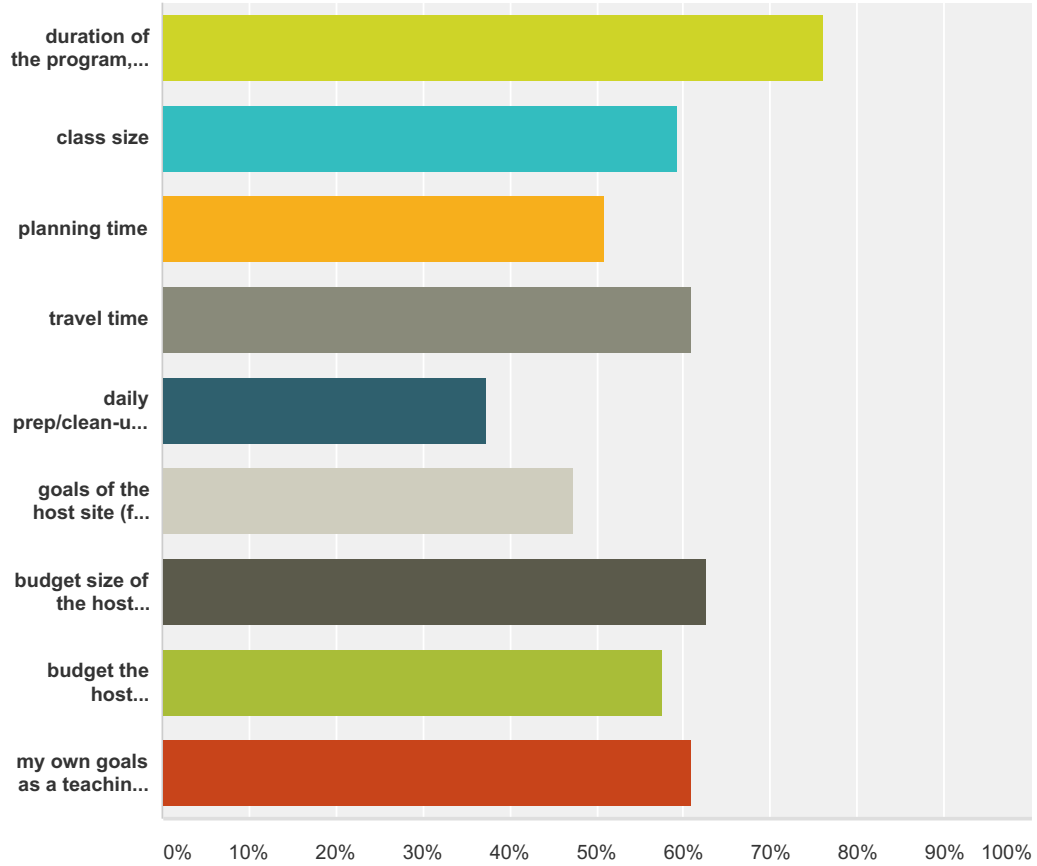
Answered: 61 Skipped: 0



Answer Choices	Responses
Yes	52.46% 32
No	47.54% 29
Total	61

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

Answered: 59 Skipped: 2



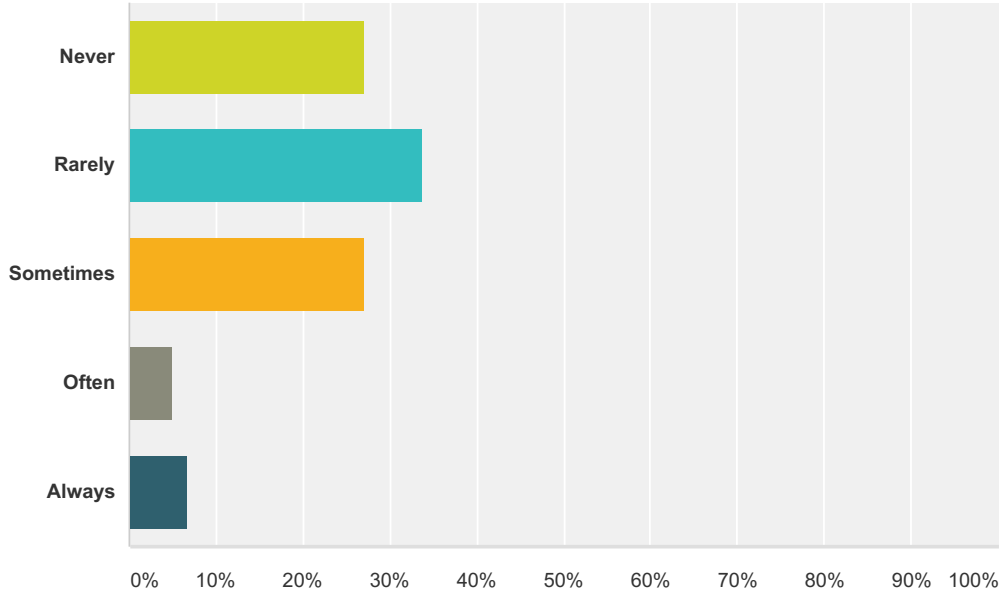
Answer Choices	Responses
duration of the program, that is, whether it is a one-time or more extended program	76.27% 45
class size	59.32% 35
planning time	50.85% 30
travel time	61.02% 36
daily prep/clean-up time	37.29% 22
goals of the host site (for example, school, community site, etc.)	47.46% 28
budget size of the host organization	62.71% 37
budget the host organization has set aside for this project	57.63% 34
my own goals as a teaching artist (for example, connection to particular community or mission)	61.02% 36
Total Respondents: 59	

Teaching Artist Pay Rate Survey 2014

#	Other (please specify)	Date
1	I don't set my rate, the organization I work for does	9/17/2014 10:08 AM
2	Overhead, expenses, employing help/expertise, design, consultation	9/15/2014 12:49 AM
3	Risk of damage to my materials; cost of purchasing replacements	9/3/2014 12:44 PM
4	use of personal equipment	9/3/2014 10:13 AM

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

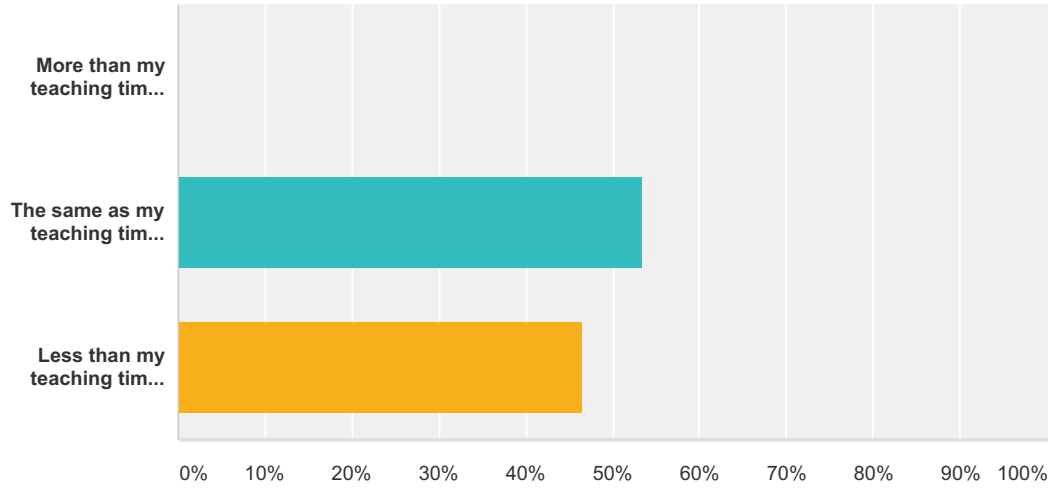
Answered: 59 Skipped: 2



Answer Choices	Responses	Count
Never	27.12%	16
Rarely	33.90%	20
Sometimes	27.12%	16
Often	5.08%	3
Always	6.78%	4
Total		59

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

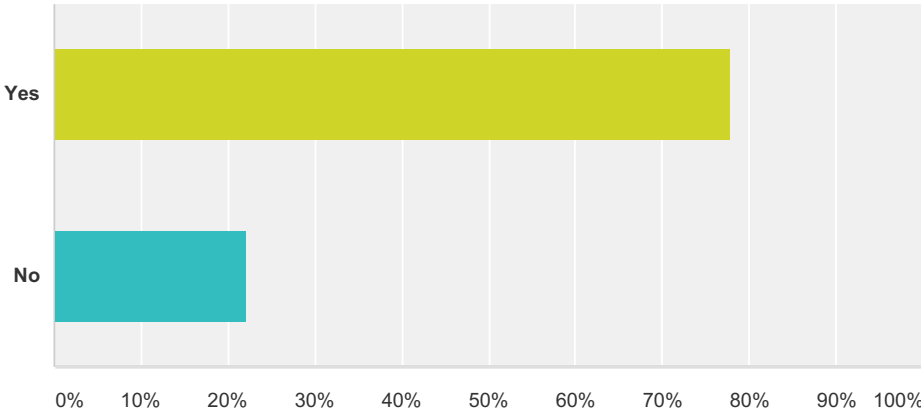
Answered: 43 Skipped: 18



Answer Choices	Responses
More than my teaching time rate	0.00% 0
The same as my teaching time rate	53.49% 23
Less than my teaching time rate	46.51% 20
Total	43

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

Answered: 59 Skipped: 2

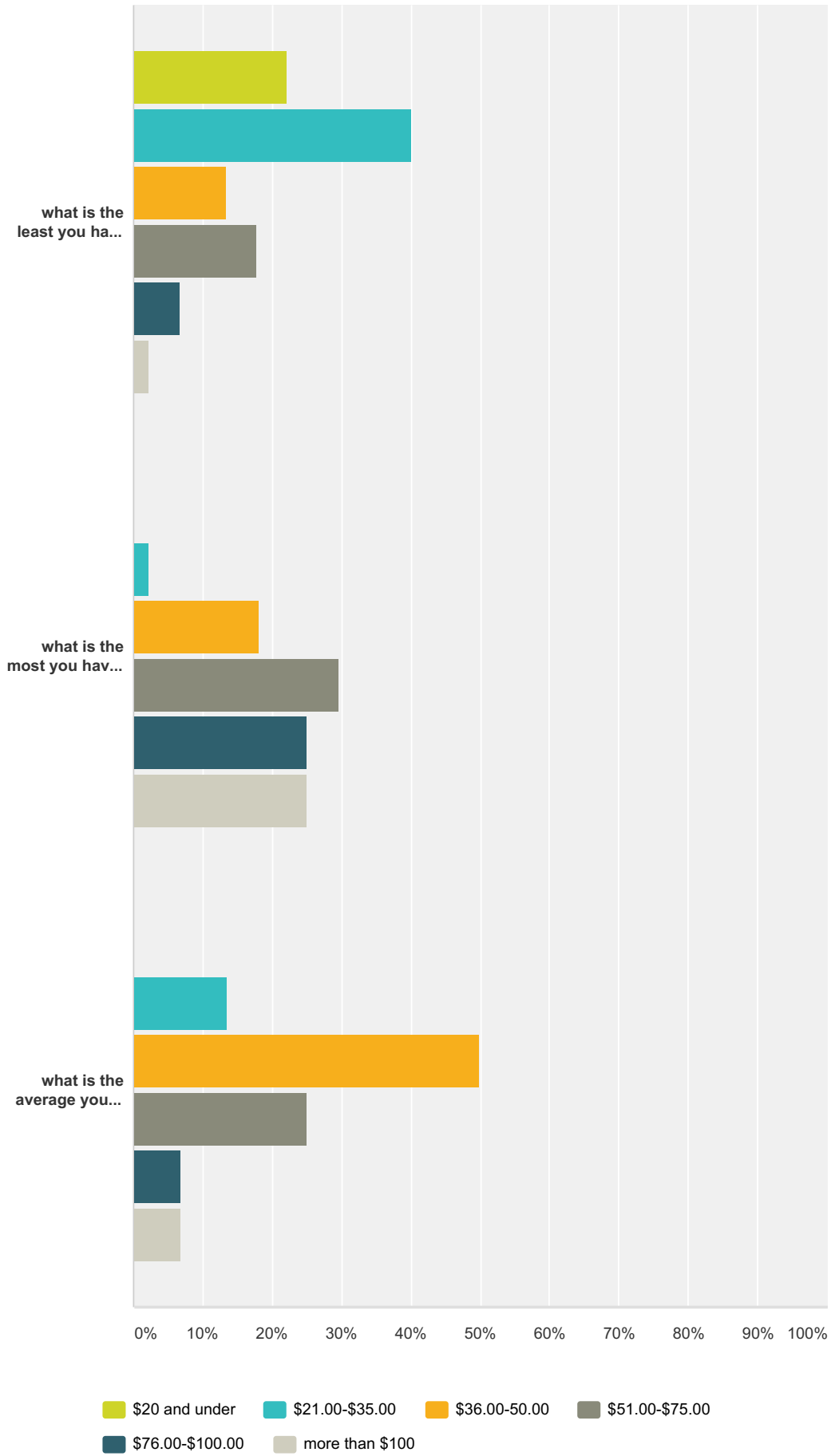


Answer Choices	Responses
Yes	77.97% 46
No	22.03% 13
Total	59

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

Answered: 45 Skipped: 16

Teaching Artist Pay Rate Survey 2014



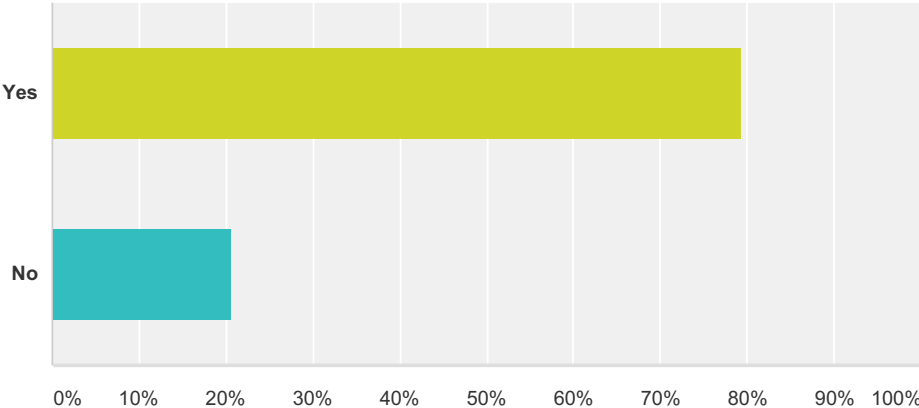
Teaching Artist Pay Rate Survey 2014

	\$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?	22.22% 10	40.00% 18	13.33% 6	17.78% 8	6.67% 3	2.22% 1	45
what is the most you have charged per hour of teaching time?	0.00% 0	2.27% 1	18.18% 8	29.55% 13	25.00% 11	25.00% 11	44
what is the average you have charged per hour of teaching time?	0.00% 0	13.64% 6	50.00% 22	25.00% 11	6.82% 3	6.82% 3	44

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	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
2	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
3	Challenge your students and don't be vain	9/15/2014 12:52 AM
4	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
5	Depends on the organization	9/3/2014 2:07 PM
6	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
7	I build non-teaching time pay into my hourly rate.	9/3/2014 10:35 AM
8	Consider travel time, taxes (later), costs of working as an independent contractor	9/3/2014 10:16 AM
9	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: 58 Skipped: 3

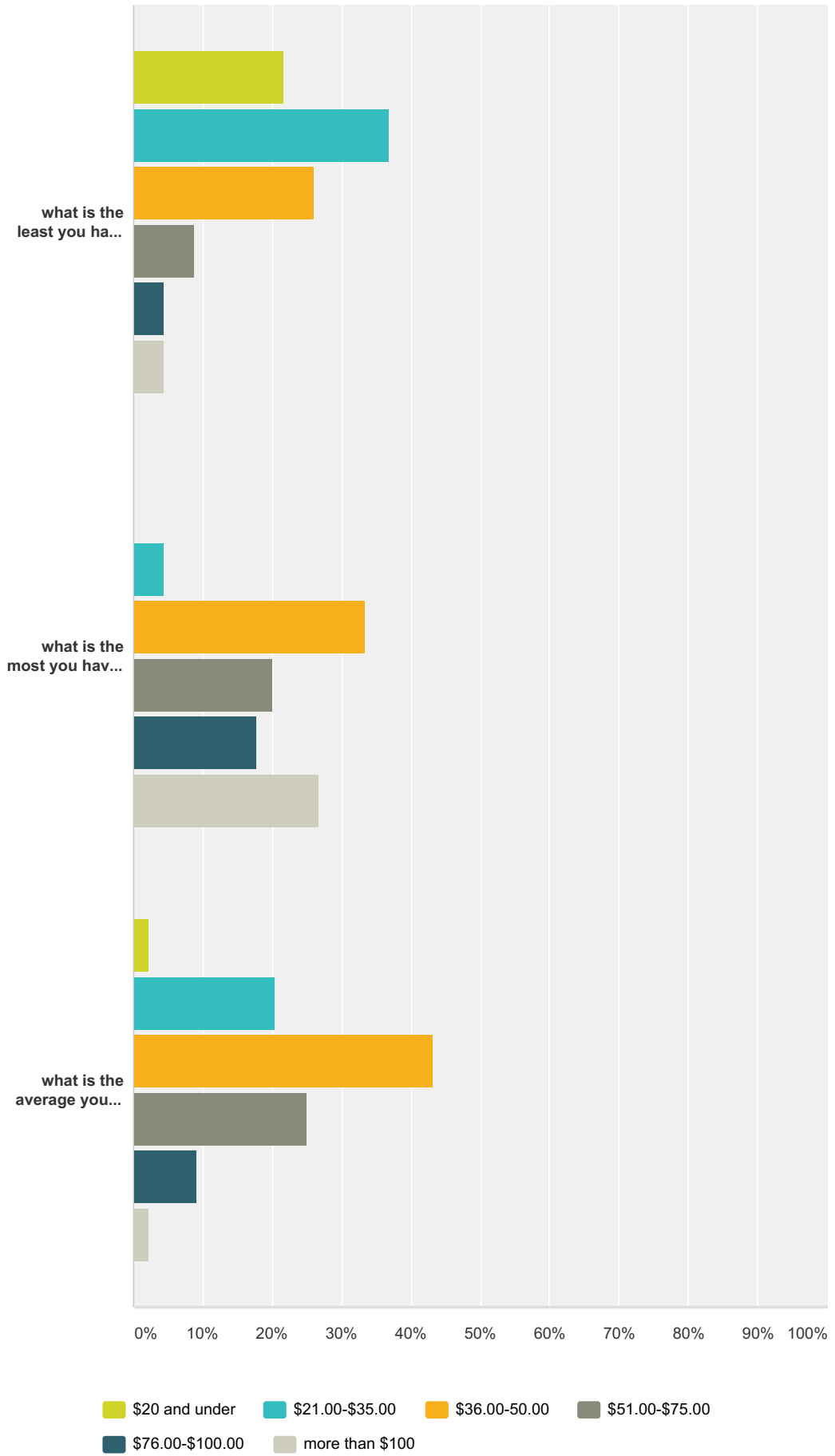


Answer Choices	Responses	
Yes	79.31%	46
No	20.69%	12
Total		58

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

Answered: 46 Skipped: 15

Teaching Artist Pay Rate Survey 2014



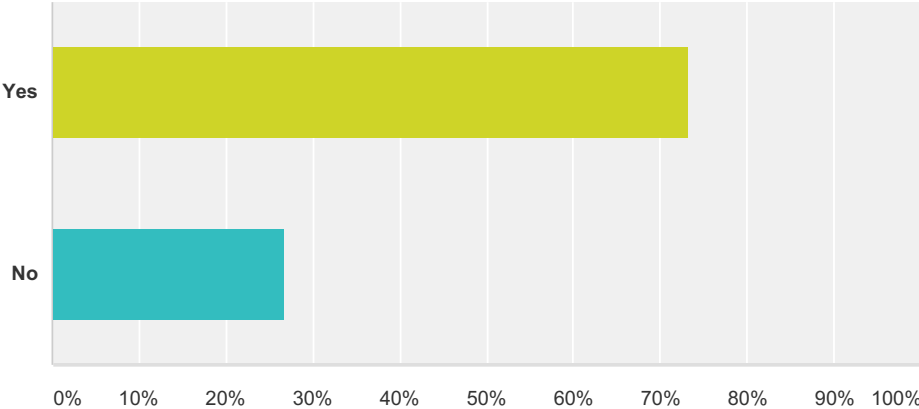
Teaching Artist Pay Rate Survey 2014

	\$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?	21.74% 10	36.96% 17	26.09% 12	8.70% 4	4.35% 2	4.35% 2	46
what is the most you have charged per hour of teaching time?	0.00% 0	4.44% 2	33.33% 15	20.00% 9	17.78% 8	26.67% 12	45
what is the average you have charged per hour of teaching time?	2.27% 1	20.45% 9	43.18% 19	25.00% 11	9.09% 4	2.27% 1	44

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	Is dependent on the number of students and who is paying, students or organization	9/24/2014 5:39 AM
2	Don't take organizational agendas personally even if they seem contradictory to their mission and publicity.	9/15/2014 12:56 AM
3	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

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

Answered: 56 Skipped: 5

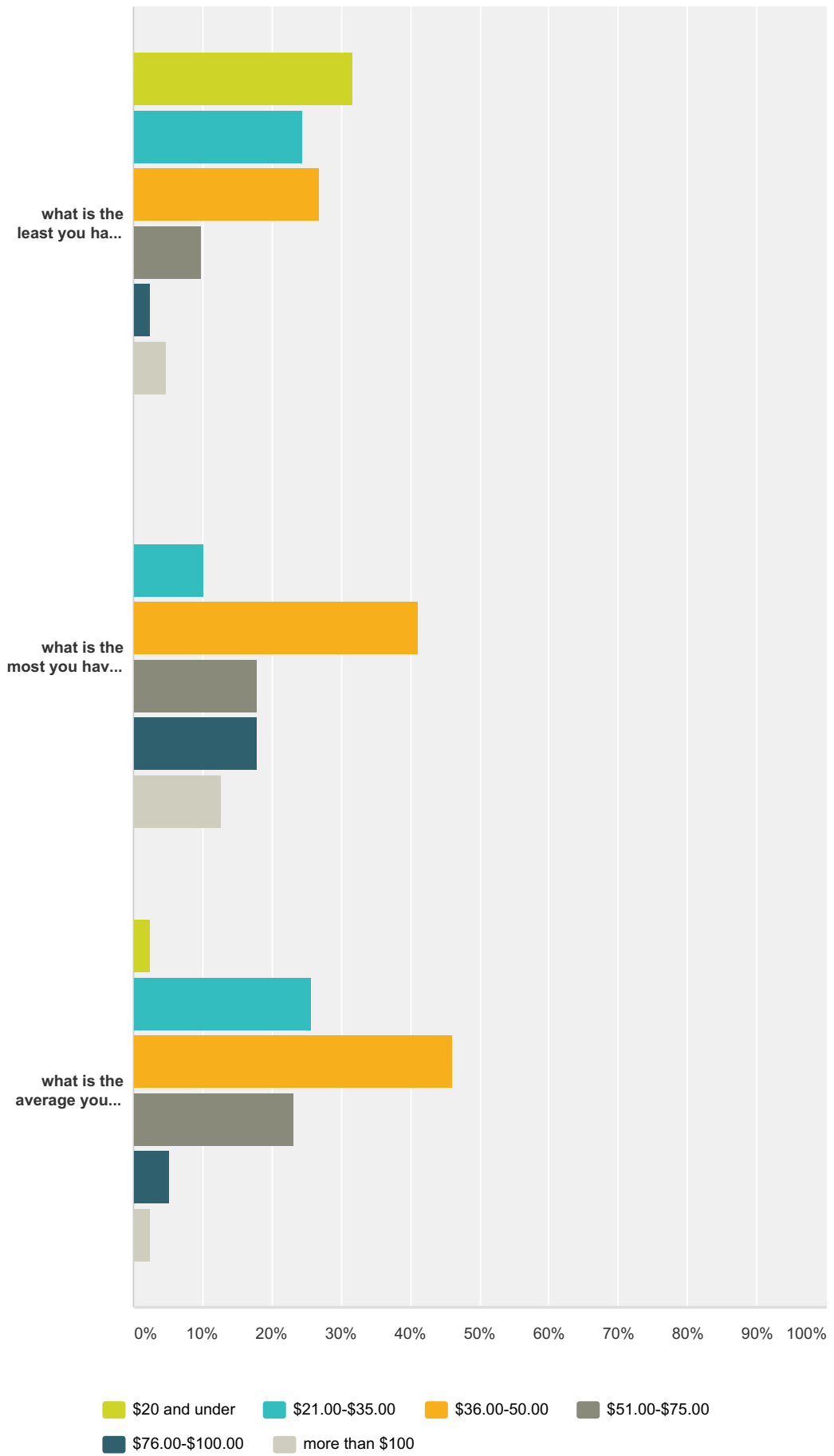


Answer Choices	Responses
Yes	73.21% 41
No	26.79% 15
Total	56

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

Answered: 41 Skipped: 20

Teaching Artist Pay Rate Survey 2014



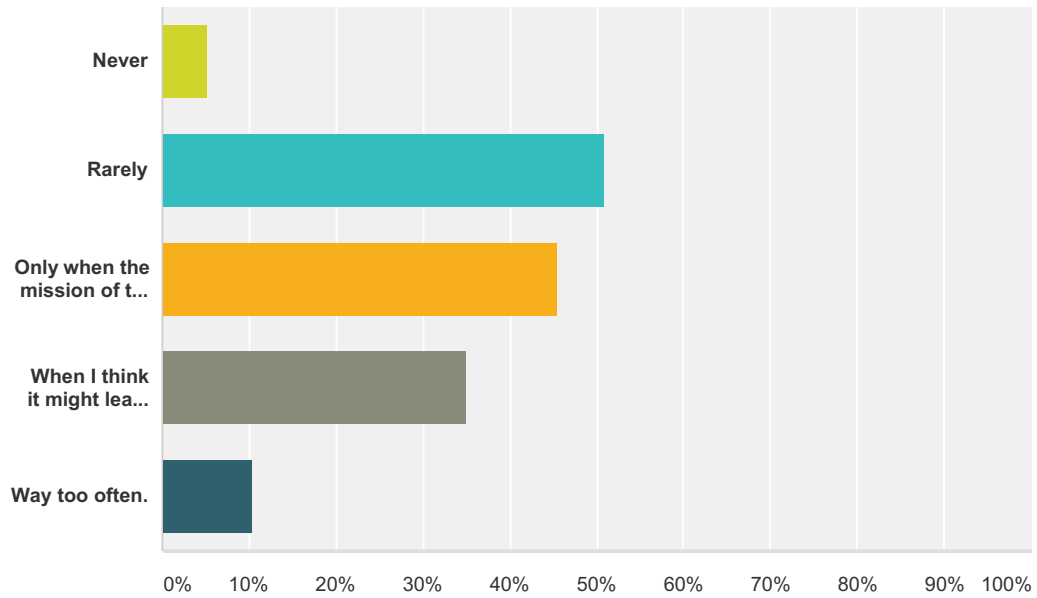
Teaching Artist Pay Rate Survey 2014

	\$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?	31.71% 13	24.39% 10	26.83% 11	9.76% 4	2.44% 1	4.88% 2	41
what is the most you have charged per hour of teaching time?	0.00% 0	10.26% 4	41.03% 16	17.95% 7	17.95% 7	12.82% 5	39
what is the average you have charged per hour of teaching time?	2.56% 1	25.64% 10	46.15% 18	23.08% 9	5.13% 2	2.56% 1	39

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	some of my work is in mental health/hospital settings.They tend to have more money.	9/23/2014 7:02 PM
2	I have been paid more for in-school residencies, perhaps to account travel expenses.	9/5/2014 9:31 PM
3	The companies offered contracts at these rates.	9/3/2014 1:11 PM

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

Answered: 57 Skipped: 4



Answer Choices	Responses
Never	5.26% 3
Rarely	50.88% 29
Only when the mission of the organization is something I really believe in and they don't have money to hire me.	45.61% 26
When I think it might lead to paying work later.	35.09% 20
Way too often.	10.53% 6
Total Respondents: 57	