



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

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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.

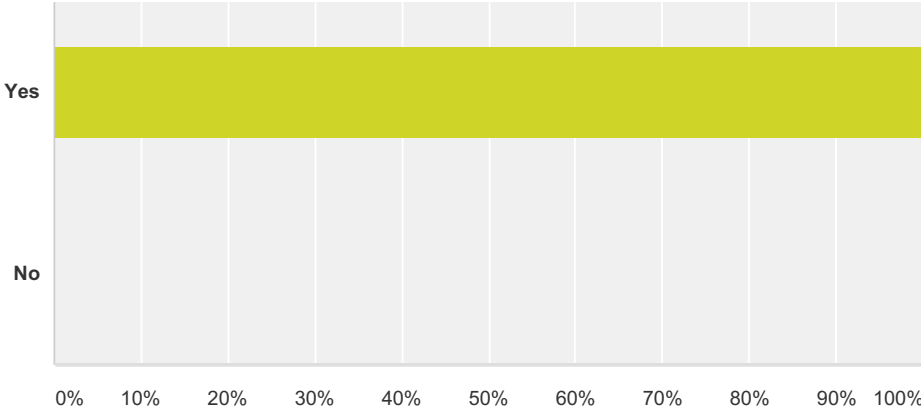
The survey was distributed to an email list of over 1200 artists in the Philadelphia area. These artists were encouraged to share the link to the survey with others via social media and other networks. In addition, organizations like Dance/UP, the Greater Philadelphia Cultural Alliance, the Leeway Foundation,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

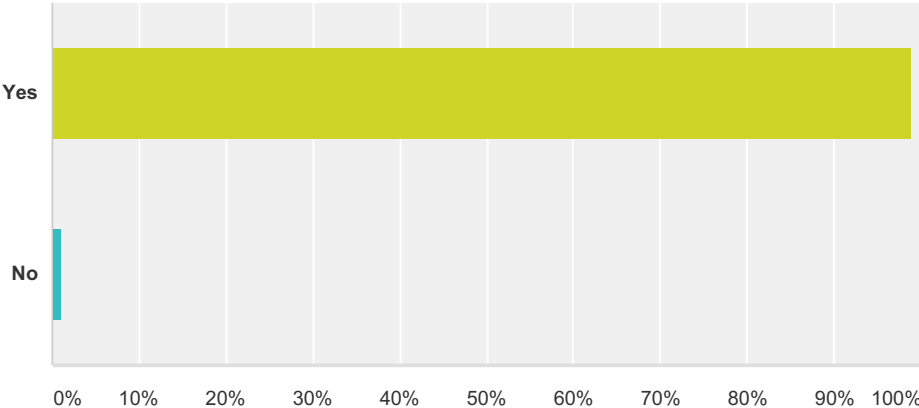
Answered: 91 Skipped: 1



Answer Choices	Responses
Yes	100.00% 91
No	0.00% 0
Total	91

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

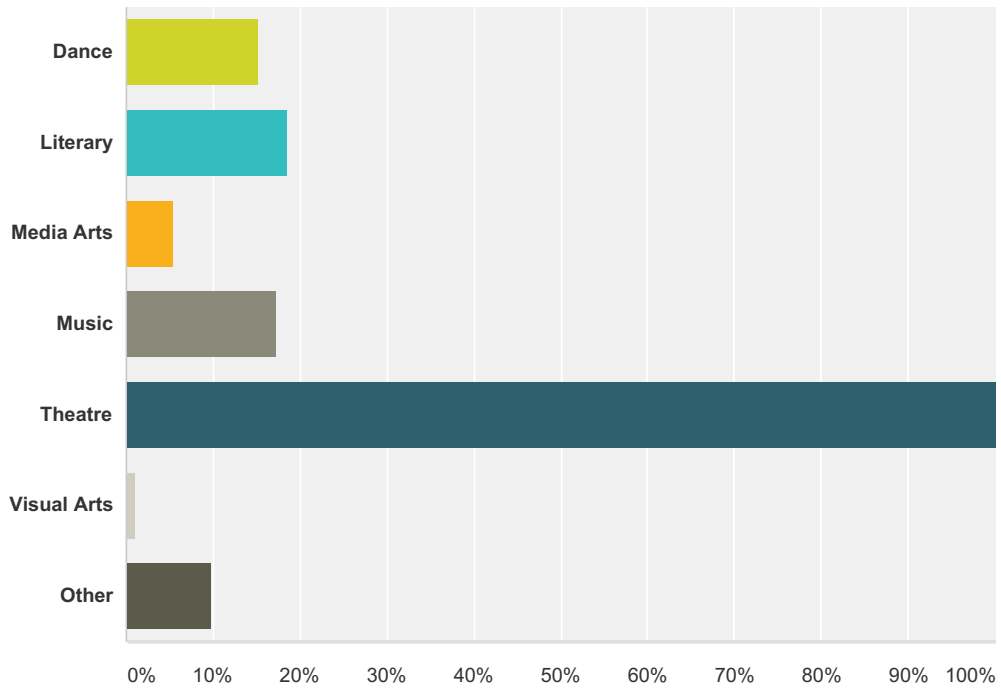
Answered: 92 Skipped: 0



Answer Choices	Responses
Yes	98.91% 91
No	1.09% 1
Total	92

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

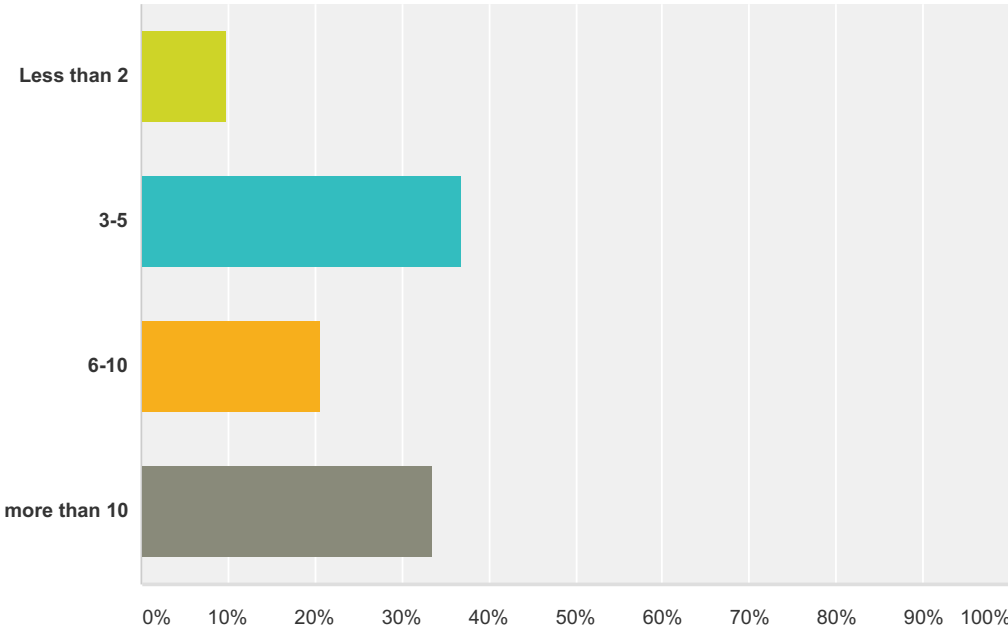
Answered: 92 Skipped: 0



Answer Choices	Responses
Dance	15.22% 14
Literary	18.48% 17
Media Arts	5.43% 5
Music	17.39% 16
Theatre	100.00% 92
Visual Arts	1.09% 1
Other	9.78% 9
Total Respondents: 92	

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

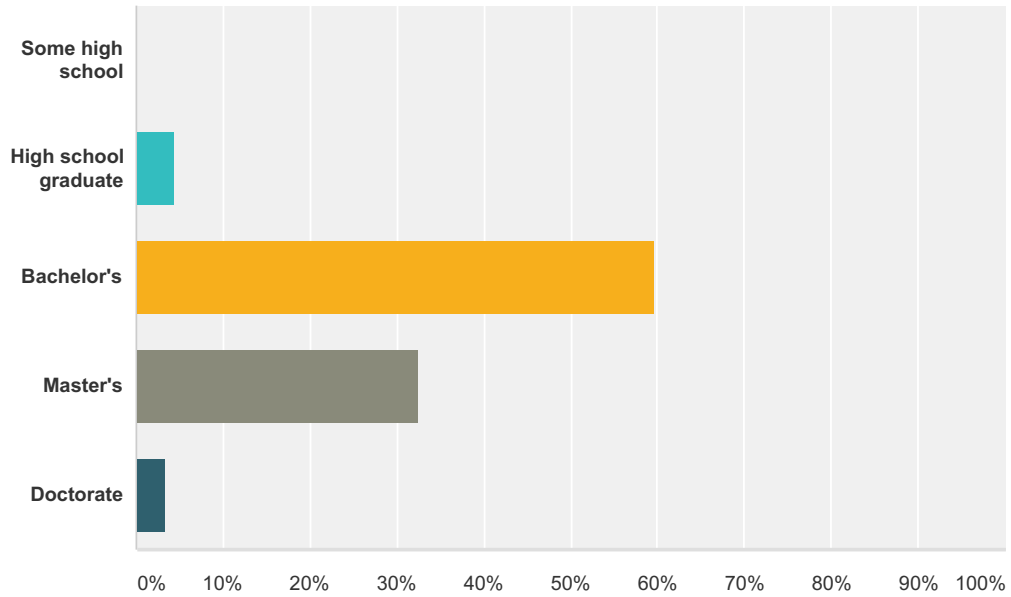
Answered: 92 Skipped: 0



Answer Choices	Responses
Less than 2	9.78% 9
3-5	36.96% 34
6-10	20.65% 19
more than 10	33.70% 31
Total Respondents: 92	

Q5 What is your highest level of education?

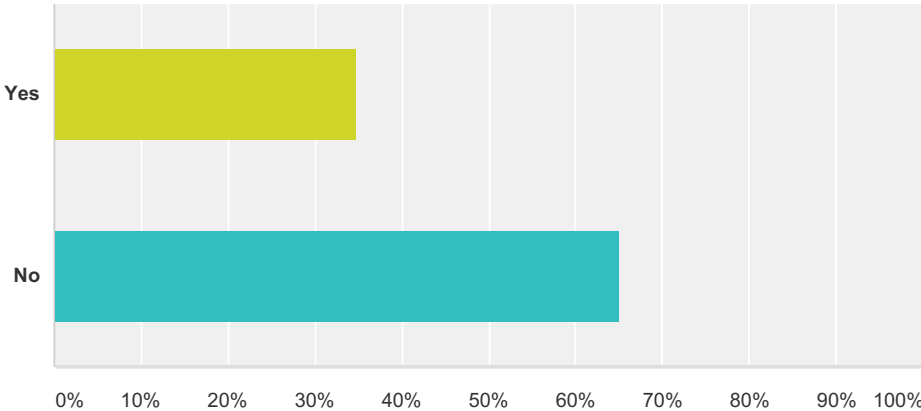
Answered: 92 Skipped: 0



Answer Choices	Responses
Some high school	0.00% 0
High school graduate	4.35% 4
Bachelor's	59.78% 55
Master's	32.61% 30
Doctorate	3.26% 3
Total Respondents: 92	

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

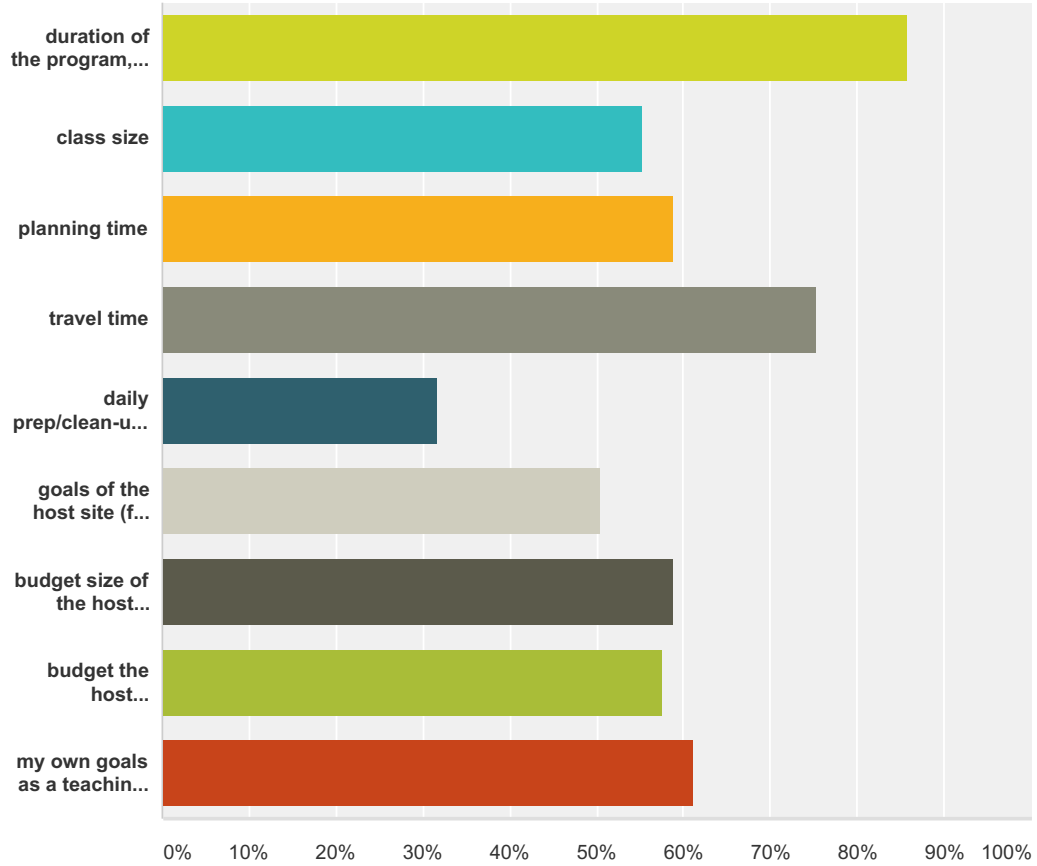
Answered: 92 Skipped: 0



Answer Choices	Responses
Yes	34.78% 32
No	65.22% 60
Total	92

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

Answered: 85 Skipped: 7



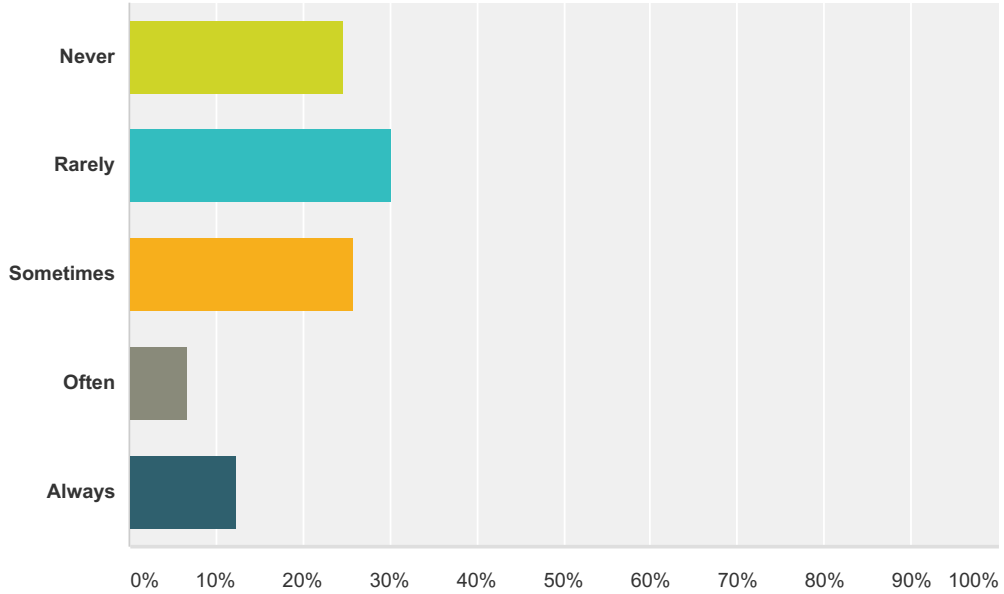
Answer Choices	Responses
duration of the program, that is, whether it is a one-time or more extended program	85.88% 73
class size	55.29% 47
planning time	58.82% 50
travel time	75.29% 64
daily prep/clean-up time	31.76% 27
goals of the host site (for example, school, community site, etc.)	50.59% 43
budget size of the host organization	58.82% 50
budget the host organization has set aside for this project	57.65% 49
my own goals as a teaching artist (for example, connection to particular community or mission)	61.18% 52
Total Respondents: 85	

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	I rarely get to set my own hourly rate; the organization's size and budget set the standard.	9/15/2014 11:37 AM
3	I don't set my hourly rate	9/15/2014 10:44 AM
4	The length of the workshop/performance (time that day)	9/12/2014 7:39 PM
5	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
6	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
7	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
8	supplies, consultations with others on certain projects.	9/6/2014 12:36 PM
9	It is usually previously determined by the organization I am working for	9/4/2014 2:22 PM
10	Personal interest in the content, ease of working with the organization.	9/3/2014 12:23 PM
11	Whether or not I'm required to create an original curriculum	9/3/2014 11:25 AM
12	I have never set my own rate, the org for which I've worked has always set it	9/3/2014 10:50 AM
13	I do not set the hourly rate	9/3/2014 10:43 AM
14	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
15	Every residency is different. The size of the organization is probably the biggest variable	9/3/2014 9:53 AM
16	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.)?

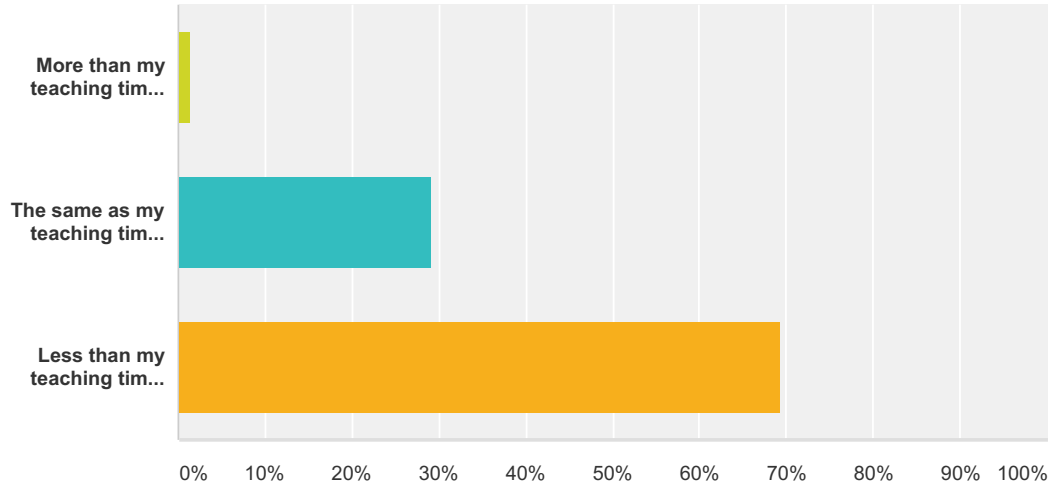
Answered: 89 Skipped: 3



Answer Choices	Responses	
Never	24.72%	22
Rarely	30.34%	27
Sometimes	25.84%	23
Often	6.74%	6
Always	12.36%	11
Total		89

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

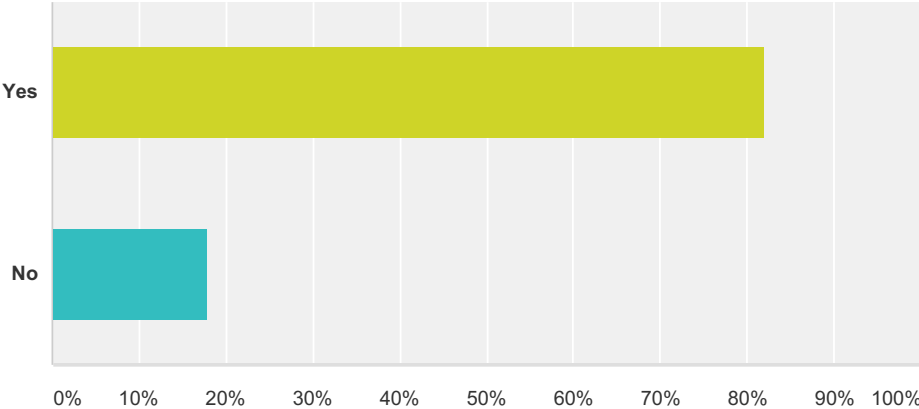
Answered: 65 Skipped: 27



Answer Choices	Responses
More than my teaching time rate	1.54% 1
The same as my teaching time rate	29.23% 19
Less than my teaching time rate	69.23% 45
Total	65

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

Answered: 89 Skipped: 3

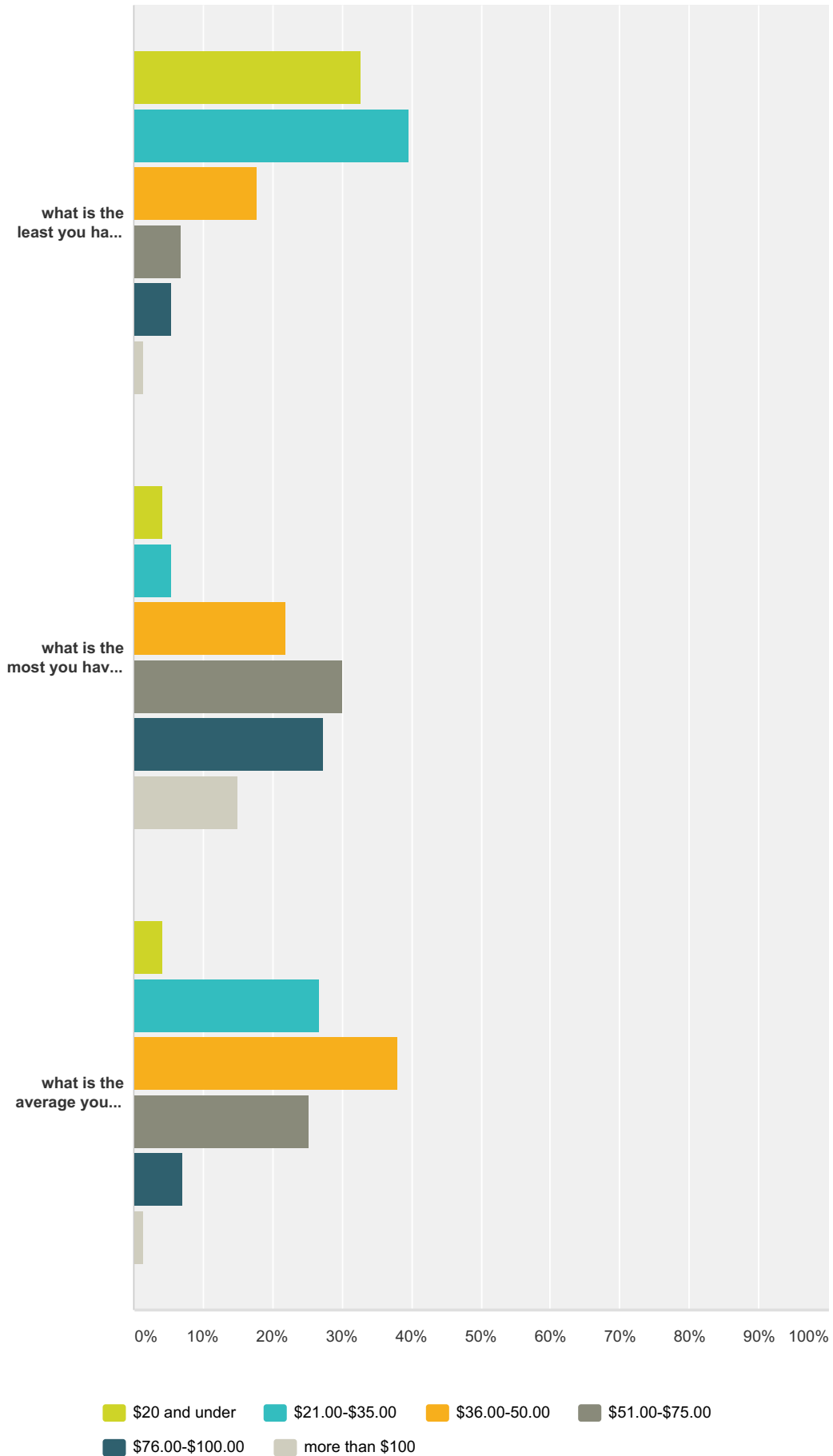


Answer Choices	Responses
Yes	82.02% 73
No	17.98% 16
Total	89

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

Answered: 73 Skipped: 19

Teaching Artist Pay Rate Survey 2014



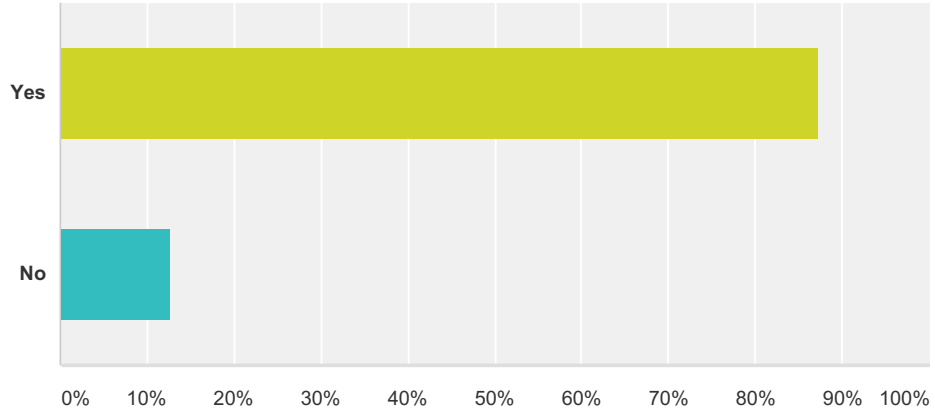
Teaching Artist Pay Rate Survey 2014

	\$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?	32.88% 24	39.73% 29	17.81% 13	6.85% 5	5.48% 4	1.37% 1	73
what is the most you have charged per hour of teaching time?	4.11% 3	5.48% 4	21.92% 16	30.14% 22	27.40% 20	15.07% 11	73
what is the average you have charged per hour of teaching time?	4.23% 3	26.76% 19	38.03% 27	25.35% 18	7.04% 5	1.41% 1	71

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	It depends on the difficulty of the subject matter, prep and amount of students	9/29/2014 1:34 PM
2	coaching it varied depending on if its a Student, Working Professional or Referral	9/25/2014 6:19 PM
3	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
4	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
5	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
6	I rarely feel in the position to set my own hourly, as there's fierce competition for gigs.	9/9/2014 12:30 AM
7	The idea of what I charge isn't accurate. I take what they offer.	9/8/2014 4:37 PM
8	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
9	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
10	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
11	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
12	I build non-teaching time pay into my hourly rate.	9/3/2014 10:35 AM
13	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
14	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

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

Answered: 87 Skipped: 5

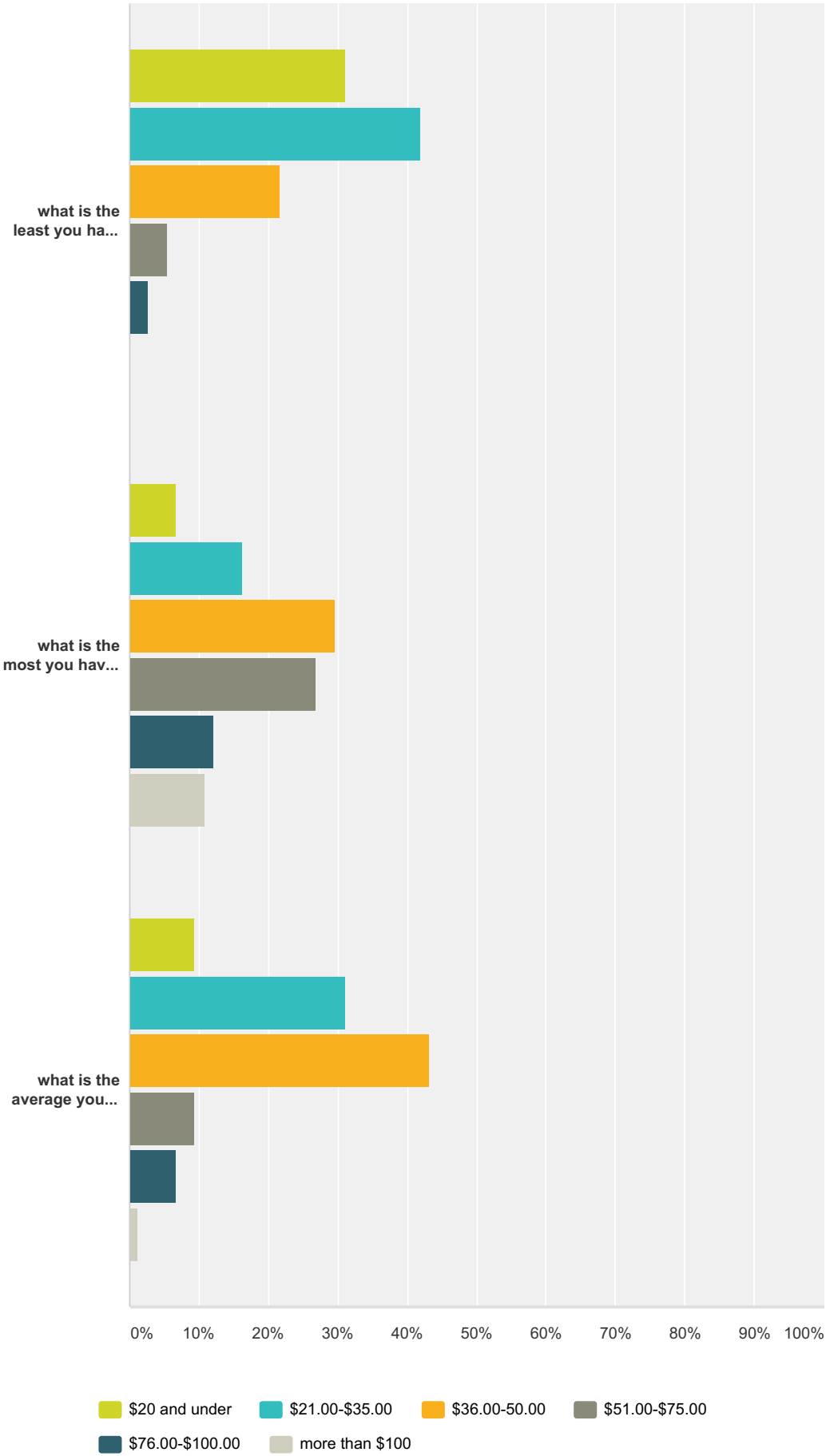


Answer Choices	Responses
Yes	87.36% 76
No	12.64% 11
Total	87

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

Answered: 74 Skipped: 18

Teaching Artist Pay Rate Survey 2014



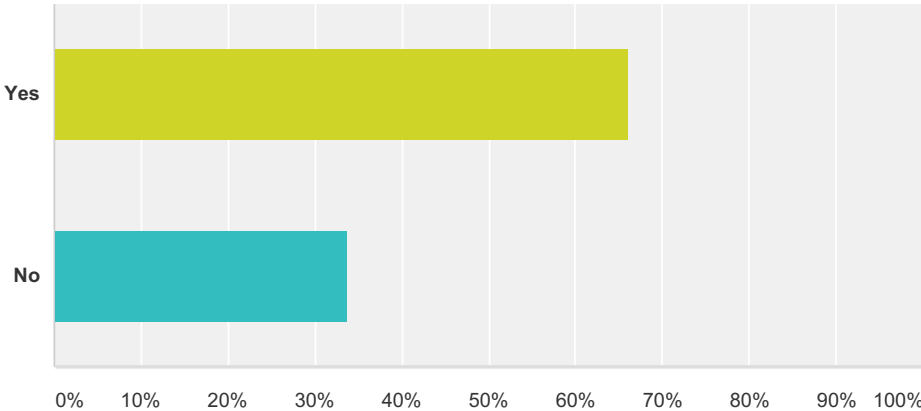
Teaching Artist Pay Rate Survey 2014

	\$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?	31.08% 23	41.89% 31	21.62% 16	5.41% 4	2.70% 2	0.00% 0	74
what is the most you have charged per hour of teaching time?	6.76% 5	16.22% 12	29.73% 22	27.03% 20	12.16% 9	10.81% 8	74
what is the average you have charged per hour of teaching time?	9.46% 7	31.08% 23	43.24% 32	9.46% 7	6.76% 5	1.35% 1	74

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	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
2	i averaged in the results some free or very low-cost multiple programs that were given.bbb	9/6/2014 12:44 PM
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
4	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
5	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: 83 Skipped: 9

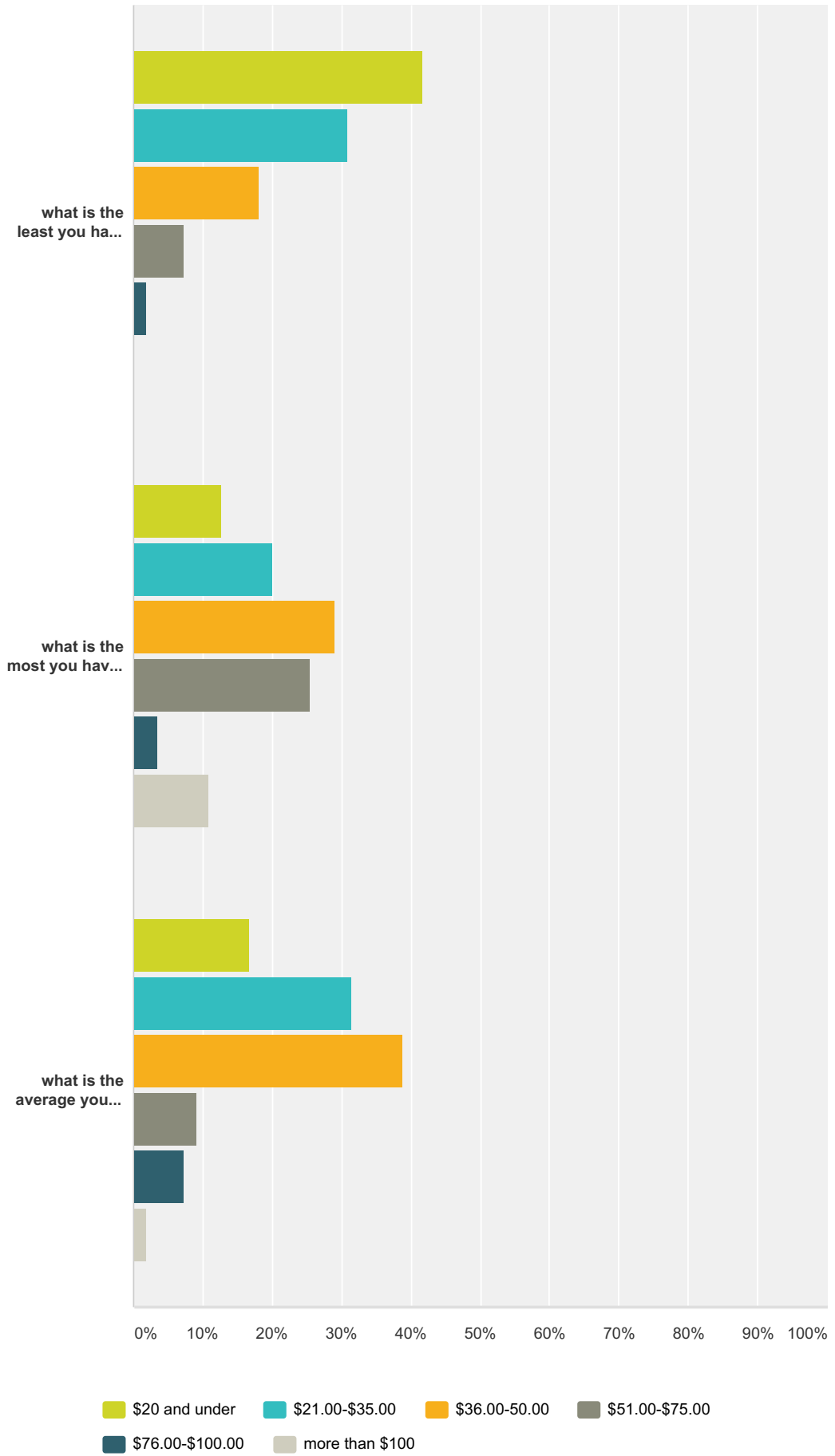


Answer Choices	Responses
Yes	66.27% 55
No	33.73% 28
Total	83

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

Answered: 55 Skipped: 37

Teaching Artist Pay Rate Survey 2014



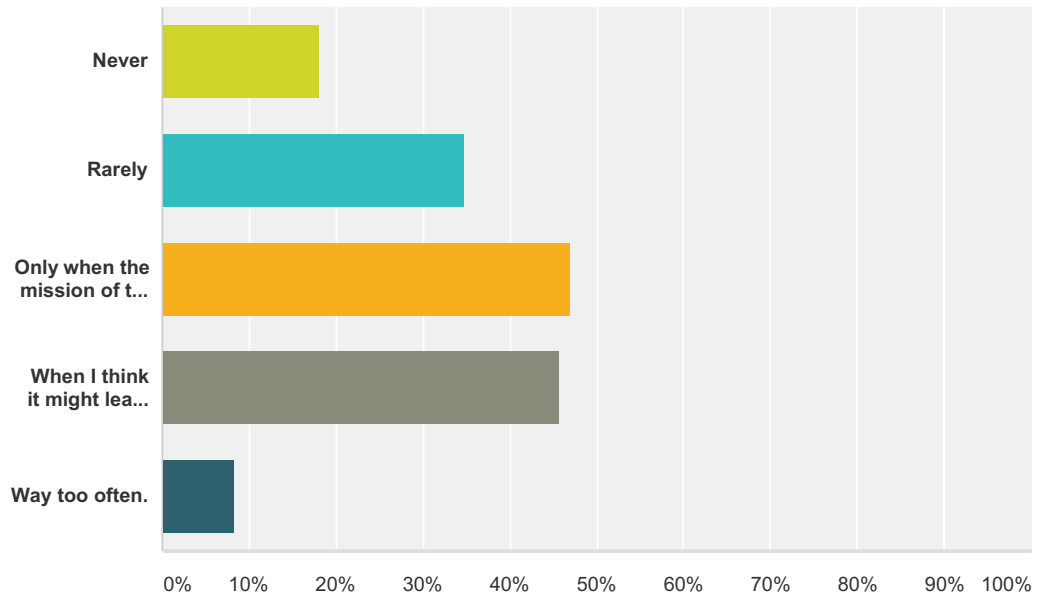
Teaching Artist Pay Rate Survey 2014

	\$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?	41.82% 23	30.91% 17	18.18% 10	7.27% 4	1.82% 1	0.00% 0	55
what is the most you have charged per hour of teaching time?	12.73% 7	20.00% 11	29.09% 16	25.45% 14	3.64% 2	10.91% 6	55
what is the average you have charged per hour of teaching time?	16.67% 9	31.48% 17	38.89% 21	9.26% 5	7.41% 4	1.85% 1	54

#	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	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
3	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
4	I have been paid more for in-school residencies, perhaps to account travel expenses.	9/5/2014 9:31 PM
5	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: 83 Skipped: 9



Answer Choices	Responses
Never	18.07% 15
Rarely	34.94% 29
Only when the mission of the organization is something I really believe in and they don't have money to hire me.	46.99% 39
When I think it might lead to paying work later.	45.78% 38
Way too often.	8.43% 7
Total Respondents: 83	