



**2014 PAY RATE SURVEY  
TOTAL RESULTS: VISUAL ARTS**

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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.

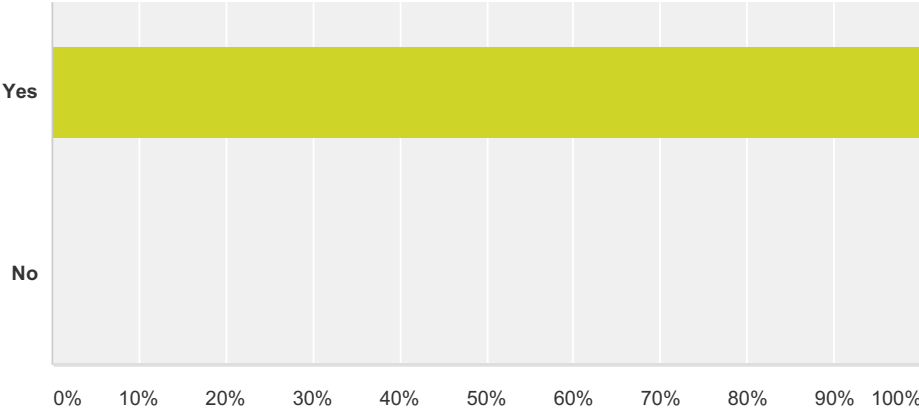
The survey was distributed to an email list of over 1200 artists in the Philadelphia area. These artists were encouraged to share the link to the survey with others via social media and other networks. In addition, organizations like Dance/UP, the Greater Philadelphia Cultural Alliance, the Leeway Foundation,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

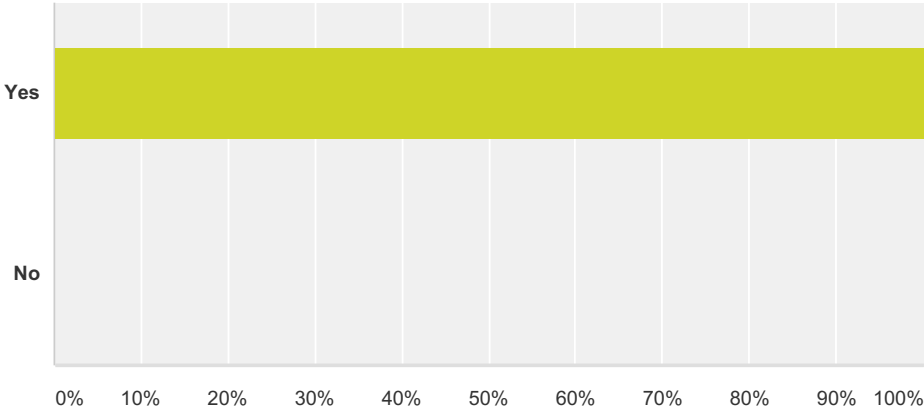
Answered: 101 Skipped: 2



Answer Choices	Responses
Yes	100.00% 101
No	0.00% 0
<b>Total</b>	<b>101</b>

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

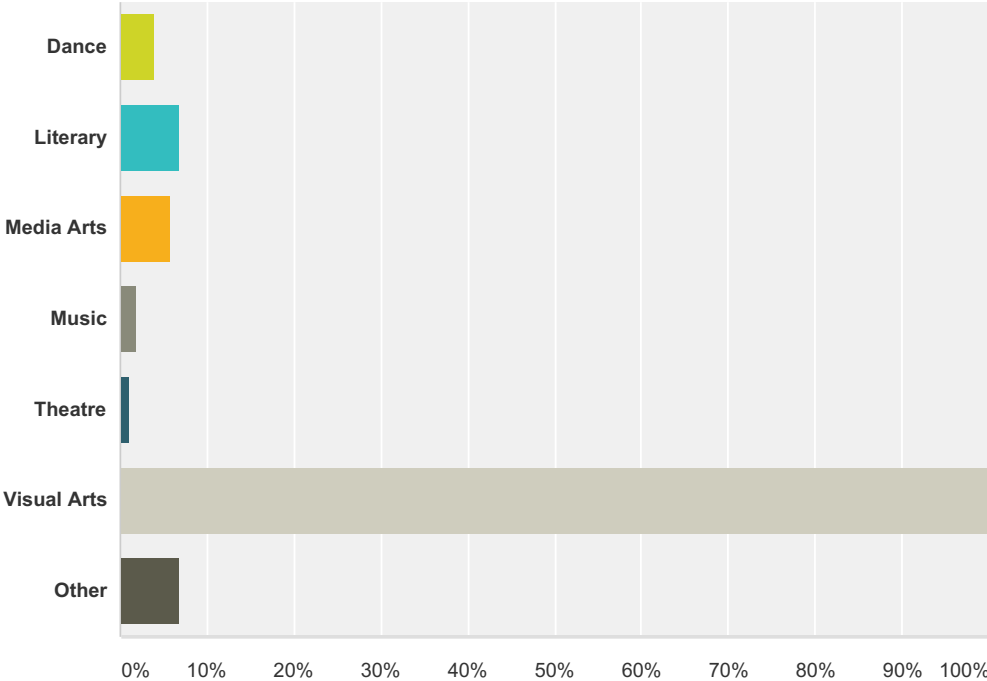
Answered: 103 Skipped: 0



Answer Choices	Responses
Yes	100.00% 103
No	0.00% 0
<b>Total</b>	<b>103</b>

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

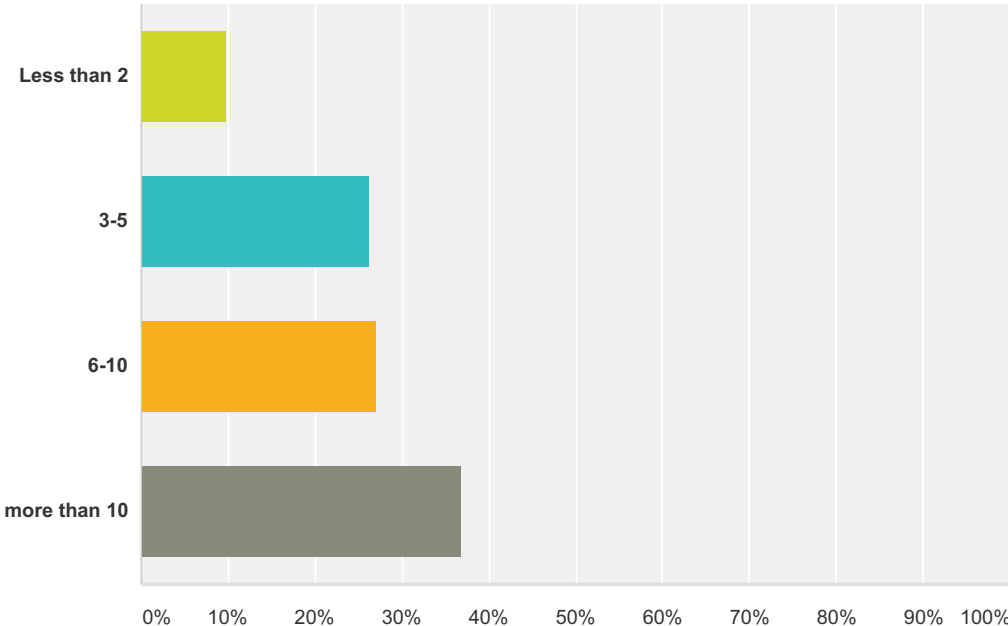
Answered: 103 Skipped: 0



Answer Choices	Responses
Dance	3.88% 4
Literary	6.80% 7
Media Arts	5.83% 6
Music	1.94% 2
Theatre	0.97% 1
Visual Arts	100.00% 103
Other	6.80% 7
<b>Total Respondents: 103</b>	

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

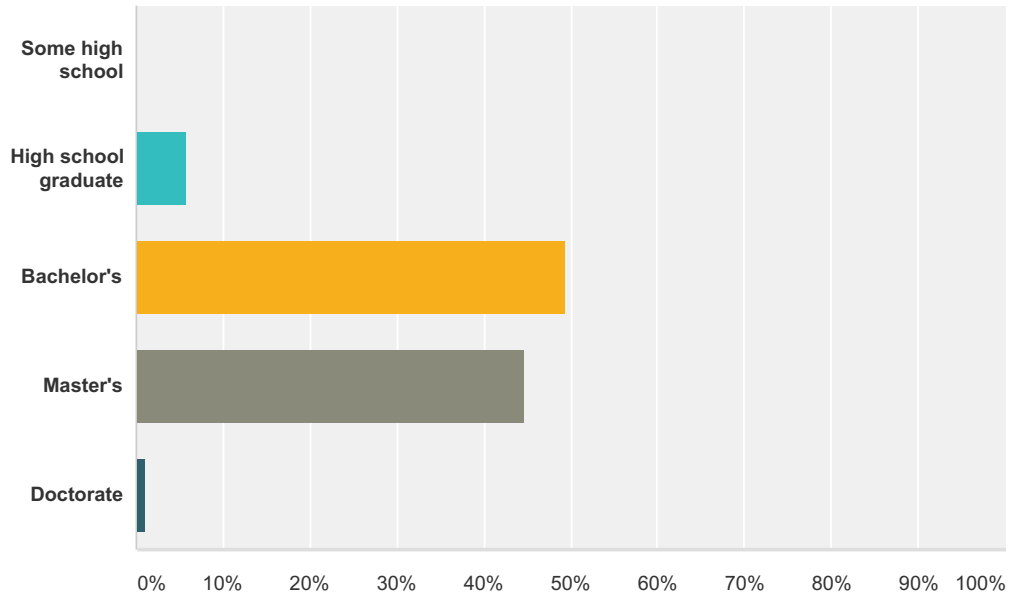
Answered: 103 Skipped: 0



Answer Choices	Responses
Less than 2	9.71% 10
3-5	26.21% 27
6-10	27.18% 28
more than 10	36.89% 38
<b>Total Respondents: 103</b>	

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

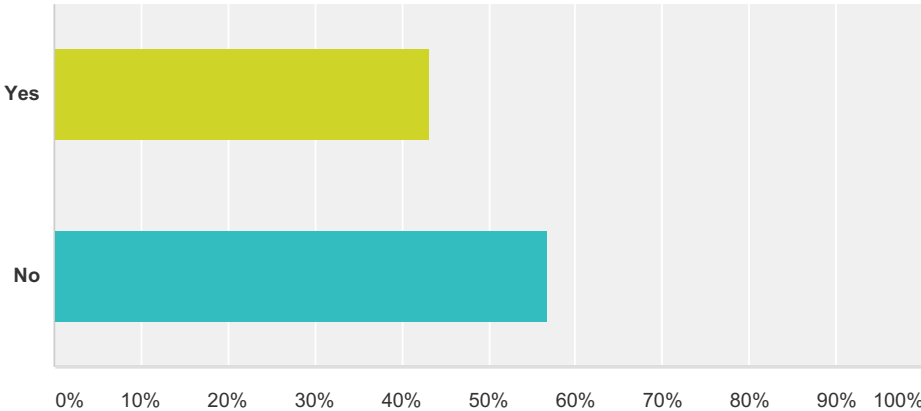
Answered: 103 Skipped: 0



Answer Choices	Responses
Some high school	0.00% 0
High school graduate	5.83% 6
Bachelor's	49.51% 51
Master's	44.66% 46
Doctorate	0.97% 1
<b>Total Respondents: 103</b>	

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

Answered: 102 Skipped: 1

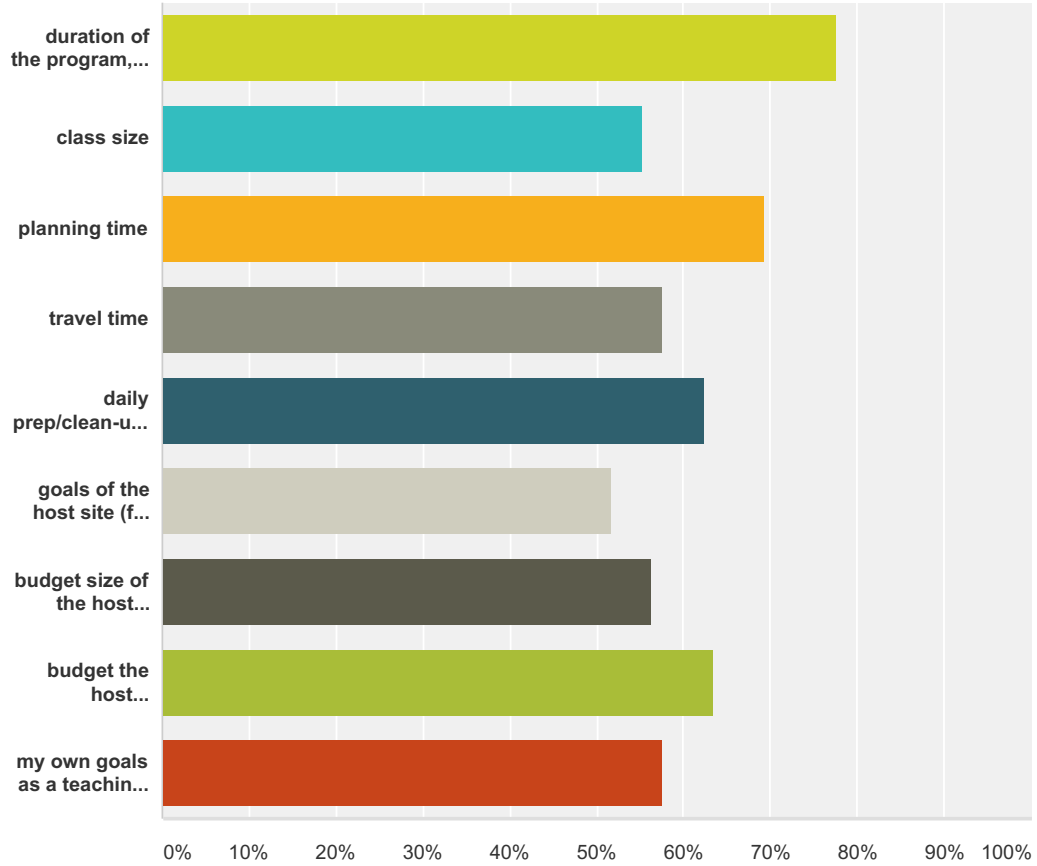


Answer Choices	Responses
Yes	43.14% 44
No	56.86% 58
<b>Total</b>	<b>102</b>



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

Answered: 85 Skipped: 18



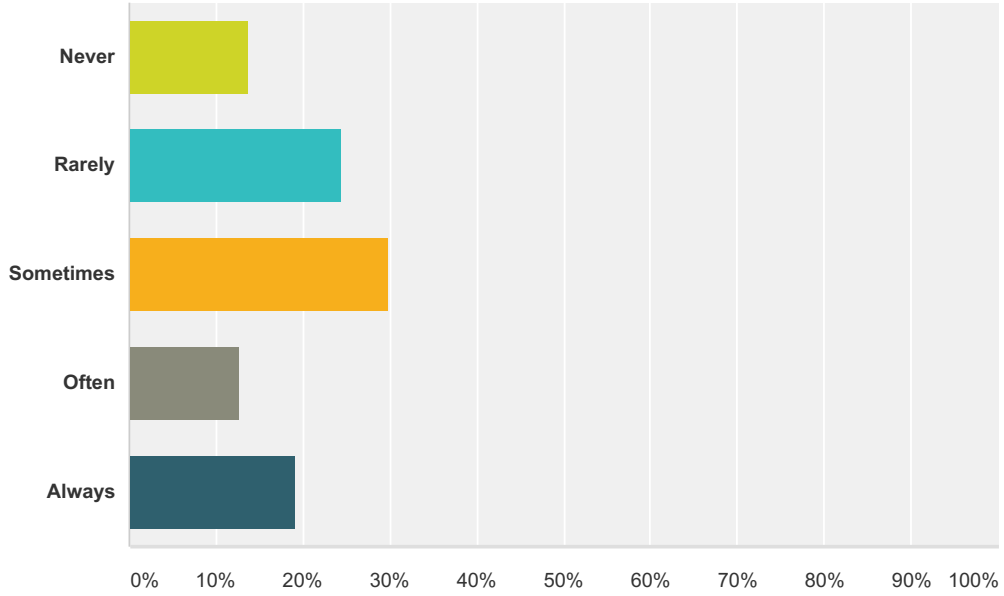
Answer Choices	Responses
duration of the program, that is, whether it is a one-time or more extended program	77.65% 66
class size	55.29% 47
planning time	69.41% 59
travel time	57.65% 49
daily prep/clean-up time	62.35% 53
goals of the host site (for example, school, community site, etc.)	51.76% 44
budget size of the host organization	56.47% 48
budget the host organization has set aside for this project	63.53% 54
my own goals as a teaching artist (for example, connection to particular community or mission)	57.65% 49
<b>Total Respondents: 85</b>	

## Teaching Artist Pay Rate Survey 2014

#	Other (please specify)	Date
1	Designated by the host organization	9/25/2014 12:15 PM
2	age range	9/24/2014 9:55 AM
3	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
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	Overhead, expenses, employing help/expertise, design, consultation	9/15/2014 12:49 AM
6	teach at university-- they set pay scale	9/14/2014 9:10 PM
7	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
8	cost of supplies	9/8/2014 11:25 PM
9	Often the rate is set by the organization that books me	9/8/2014 4:06 PM
10	Every state is different, economic watershed issues	9/8/2014 11:36 AM
11	supplies, consultations with others on certain projects.	9/6/2014 12:36 PM
12	There was no negotiation, There was only the offered pay or no job	9/6/2014 12:15 PM
13	I usually teach for centers who already have an established pay rate	9/5/2014 12:34 AM
14	it it's an interesting project	9/3/2014 2:48 PM
15	How desperate I am for work	9/3/2014 1:37 PM
16	My rate is set by the art center I contract through	9/3/2014 11:44 AM
17	materials	9/3/2014 11:43 AM
18	Ususally 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
19	rates are usually determined by contractor	9/3/2014 10:48 AM
20	Participation/co-teaching with host site staff	9/3/2014 10:47 AM
21	I charge a set rate for a 20 day residency... Not by the hour.	9/3/2014 10:35 AM
22	Pay rate has never seemed negotiable	9/3/2014 10:34 AM
23	The places I have taught at determine the pay rate, not the teacher	9/3/2014 10:04 AM
24	Hours of actual class	9/3/2014 9:59 AM
25	cost of supplies (if they must be purchased on my own)	9/3/2014 9:55 AM

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

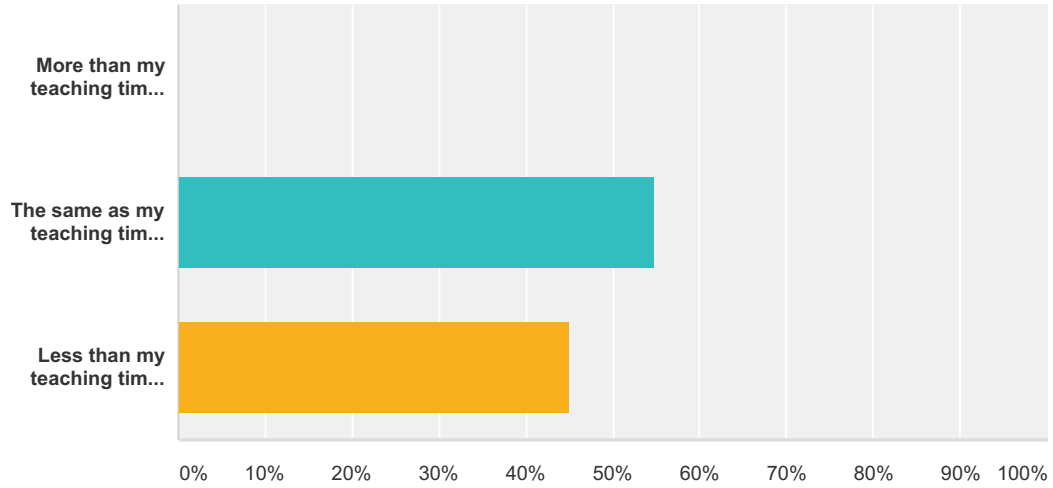
Answered: 94 Skipped: 9



Answer Choices	Responses	
Never	13.83%	13
Rarely	24.47%	23
Sometimes	29.79%	28
Often	12.77%	12
Always	19.15%	18
<b>Total</b>		<b>94</b>

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

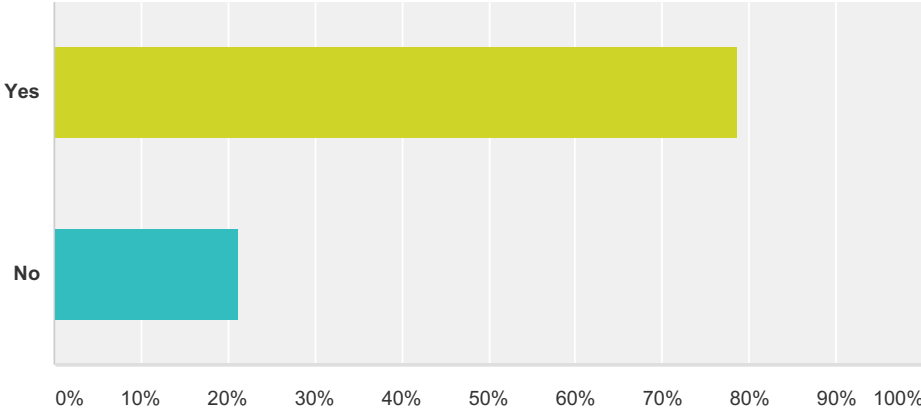
Answered: 82 Skipped: 21



Answer Choices	Responses
More than my teaching time rate	0.00% 0
The same as my teaching time rate	54.88% 45
Less than my teaching time rate	45.12% 37
<b>Total</b>	<b>82</b>

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

Answered: 94 Skipped: 9

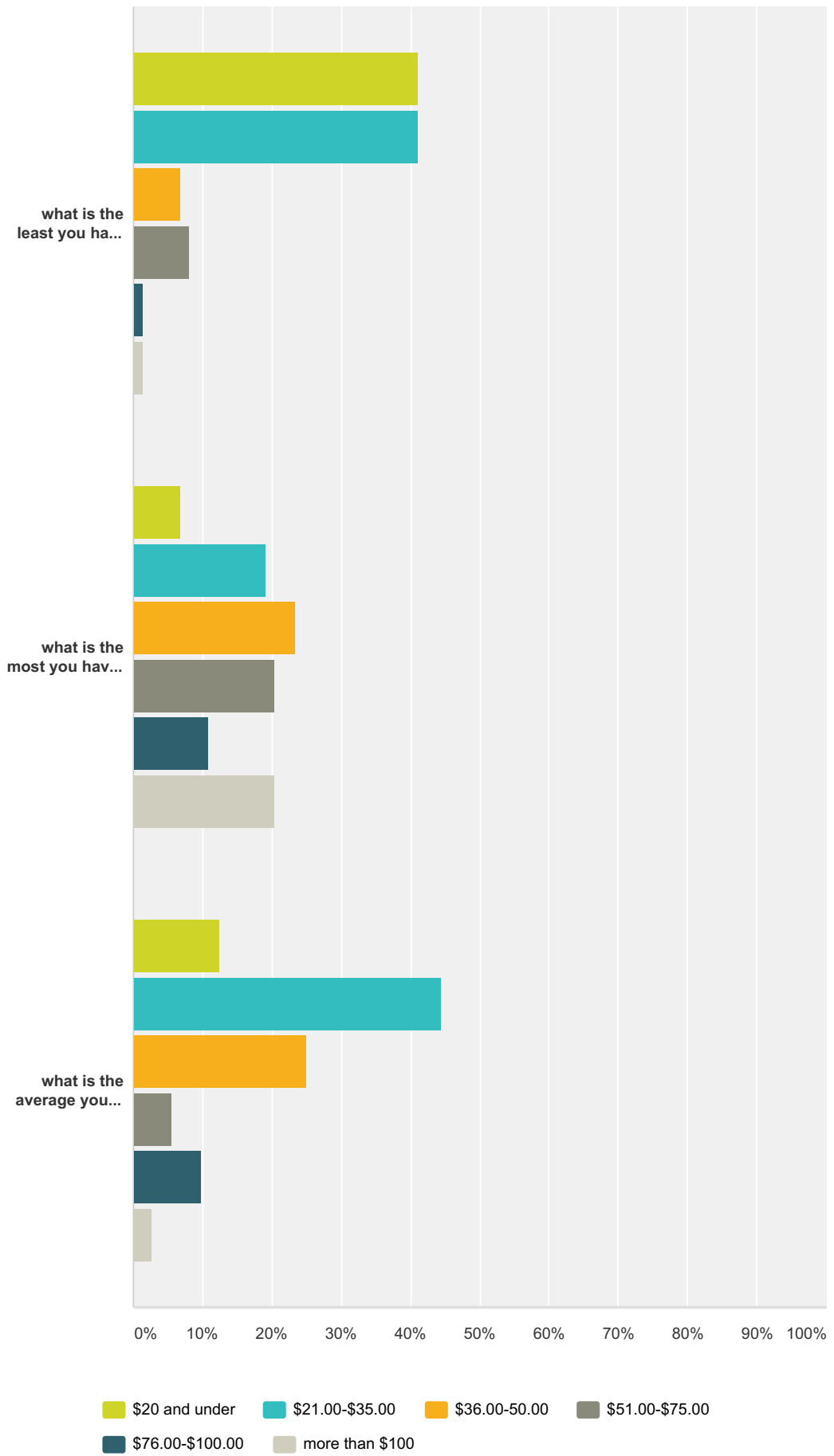


Answer Choices	Responses
Yes	78.72% 74
No	21.28% 20
<b>Total</b>	<b>94</b>

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

Answered: 73 Skipped: 30

# Teaching Artist Pay Rate Survey 2014



## Teaching Artist Pay Rate Survey 2014

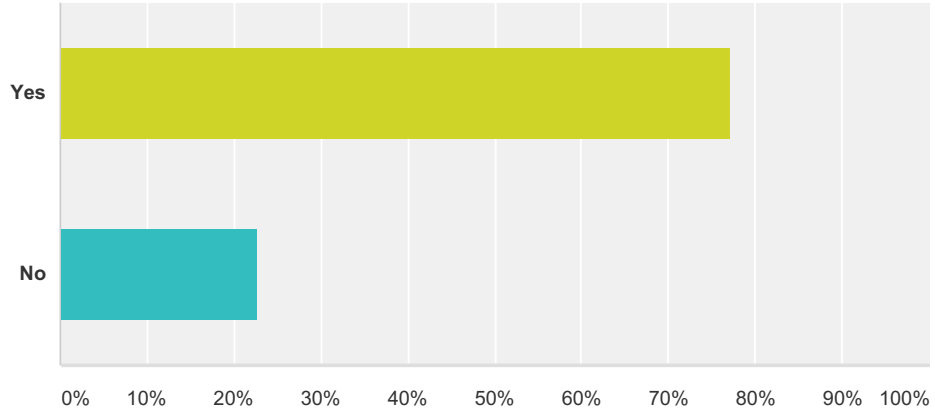
	\$20 and under	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	more than \$100	Total Respondents
what is the least you have charged per hour of teaching time?	41.10% 30	41.10% 30	6.85% 5	8.22% 6	1.37% 1	1.37% 1	73
what is the most you have charged per hour of teaching time?	6.85% 5	19.18% 14	23.29% 17	20.55% 15	10.96% 8	20.55% 15	73
what is the average you have charged per hour of teaching time?	12.50% 9	44.44% 32	25.00% 18	5.56% 4	9.72% 7	2.78% 2	72

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	This has always been designated by the host org	9/25/2014 12:16 PM
2	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
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	Normally give a program rate which includes all expenses	9/16/2014 9:28 AM
5	The organization I work for now pays \$40/hr. \$20/hr for official meetings/trainings	9/15/2014 6:15 PM
6	Challenge your students and don't be vain	9/15/2014 12:52 AM
7	Again the rate is usually set by the organization that hired me	9/8/2014 4:07 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	\$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
10	Usually one shot classes do not involve pay for prep time.	9/3/2014 5:36 PM
11	most of these gigs come with that built into the pay	9/3/2014 12:39 PM
12	price is rarely negotiable. employer determines salary and teacher decides whether to take job	9/3/2014 10:50 AM
13	I'm usually not in a position to risk loosing a gig by trying to negotiate better pay	9/3/2014 10:36 AM
14	I charge \$15/hour per student for group lessons, \$40/hour for private lessons.	9/3/2014 10:01 AM
15	I don't break it down by hour but charge 1/2 day or full day rates.	9/3/2014 9:55 AM



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

Answered: 92 Skipped: 11

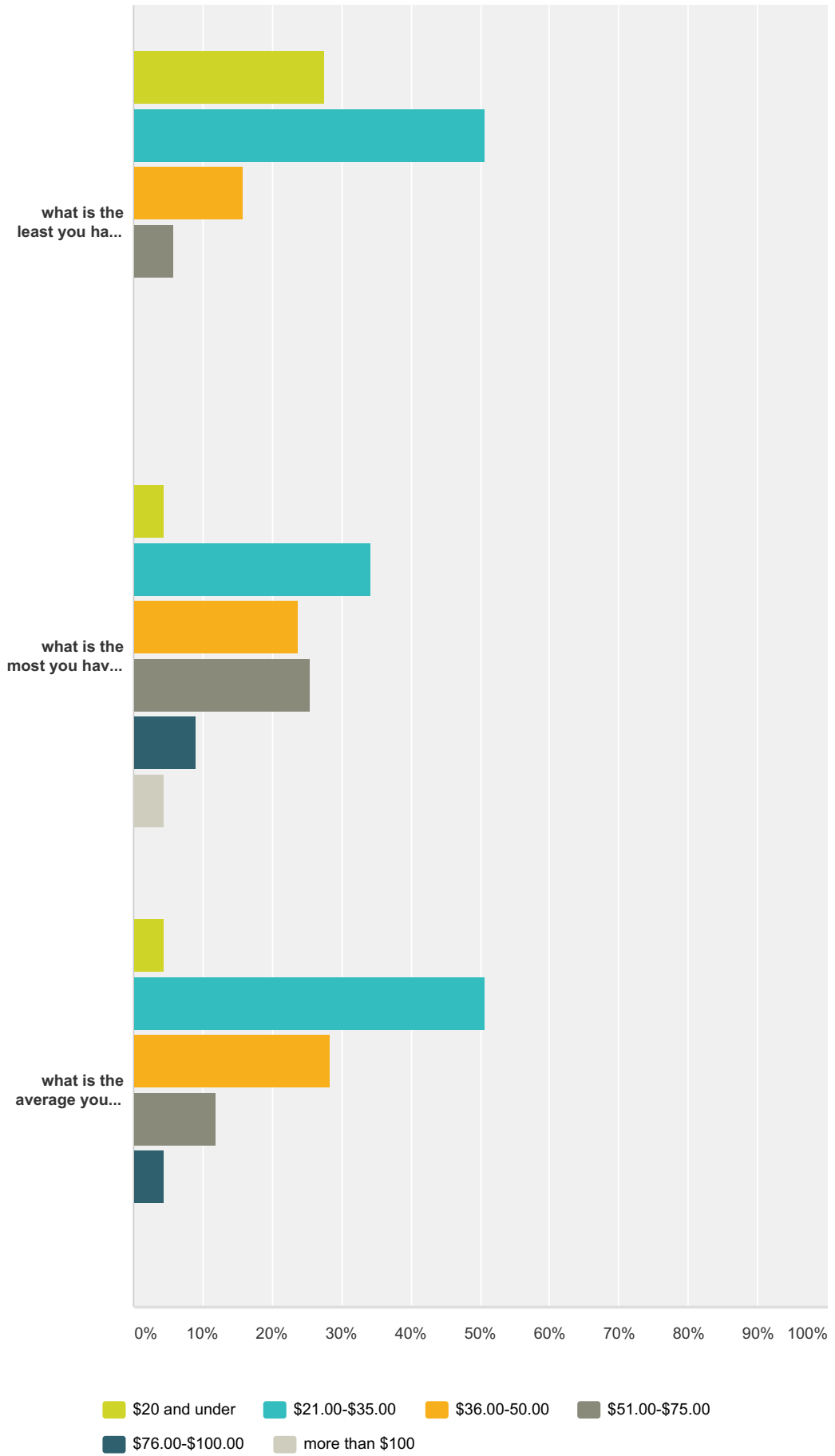


Answer Choices	Responses
Yes	77.17% 71
No	22.83% 21
<b>Total</b>	<b>92</b>

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

Answered: 69 Skipped: 34

# Teaching Artist Pay Rate Survey 2014



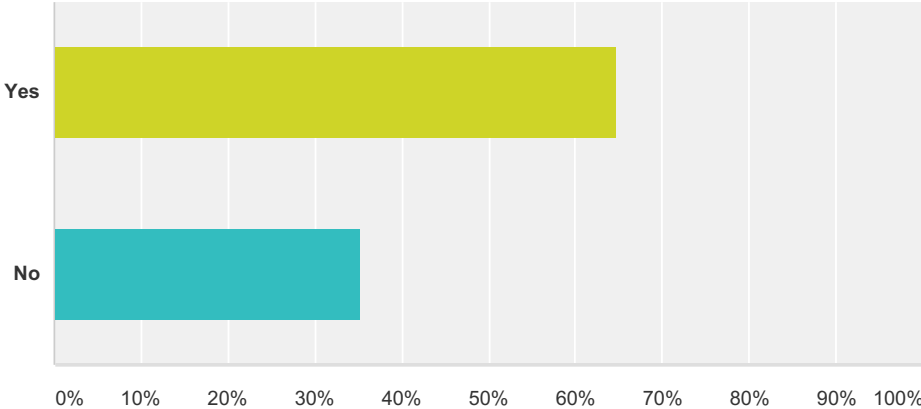
## Teaching Artist Pay Rate Survey 2014

	\$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?	27.54% 19	50.72% 35	15.94% 11	5.80% 4	0.00% 0	0.00% 0	69
what is the most you have charged per hour of teaching time?	4.48% 3	34.33% 23	23.88% 16	25.37% 17	8.96% 6	4.48% 3	67
what is the average you have charged per hour of teaching time?	4.48% 3	50.75% 34	28.36% 19	11.94% 8	4.48% 3	0.00% 0	67

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	This was designated by the host org	9/25/2014 12:16 PM
2	Flat rate determined by organization.	9/24/2014 2:28 PM
3	Don't take organizational agendas personally even if they seem contradictory to their mission and publicity.	9/15/2014 12:56 AM
4	\$50/hr tutoring, \$65/hr for 2 students, \$25-30/hr for class teaching	9/9/2014 3:02 PM
5	i averaged in the results some free or very low-cost multiple programs that were given.bbb	9/6/2014 12:44 PM
6	I was a teaching assistant to a teaching artist, rather than the main teacher.	9/4/2014 11:04 PM
7	this is built into the pay	9/3/2014 12:39 PM
8	Building a relationship with the host site offers the opportunity for increased pay over time	9/3/2014 10:54 AM
9	as I stated before. Pay is non negotiable.	9/3/2014 10:51 AM
10	I charge 6,000 for a 10 day program	9/3/2014 10:37 AM

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

Answered: 88 Skipped: 15

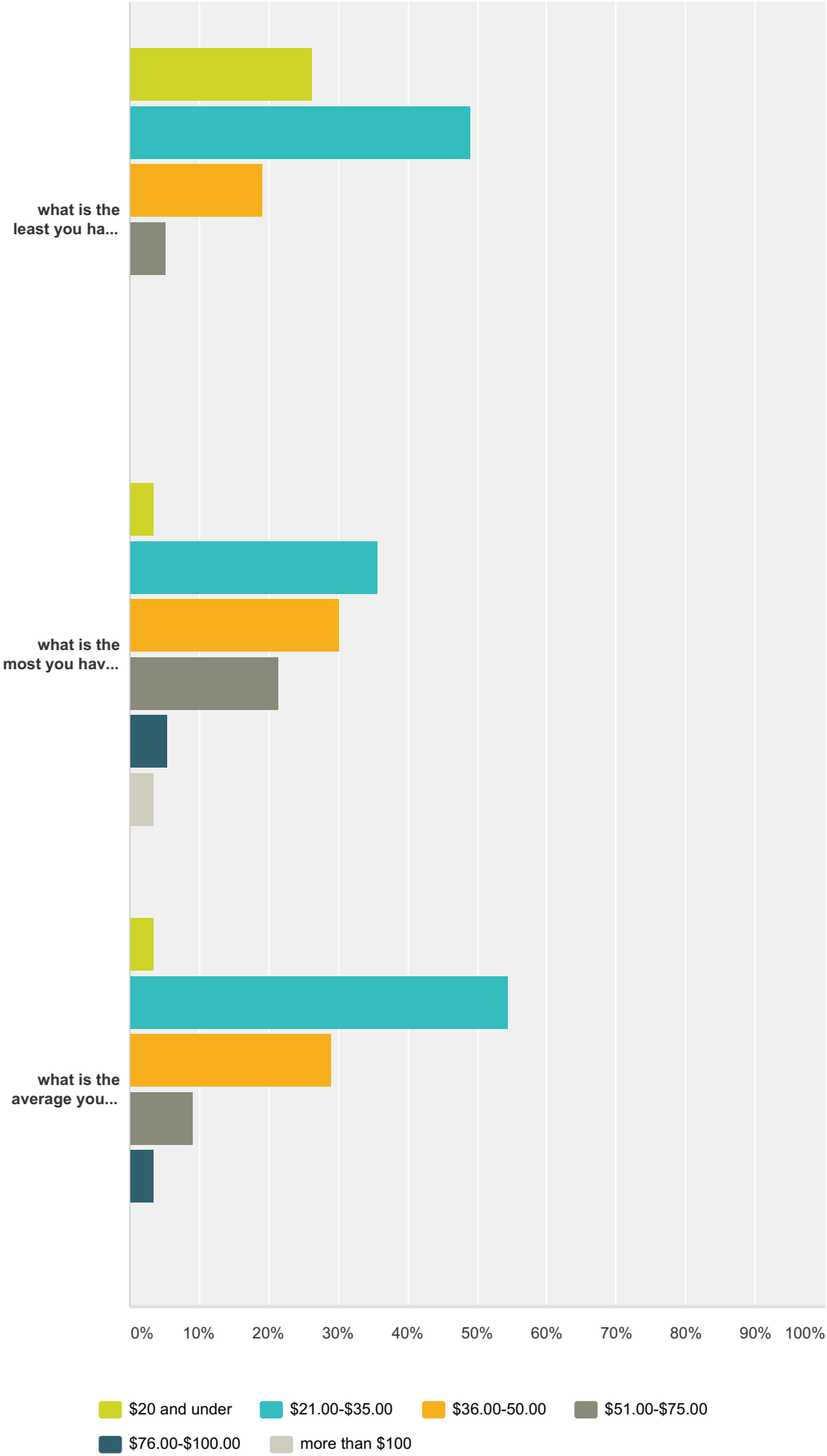


Answer Choices	Responses
Yes	64.77% 57
No	35.23% 31
<b>Total</b>	<b>88</b>

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

Answered: 57 Skipped: 46

# Teaching Artist Pay Rate Survey 2014



## Teaching Artist Pay Rate Survey 2014

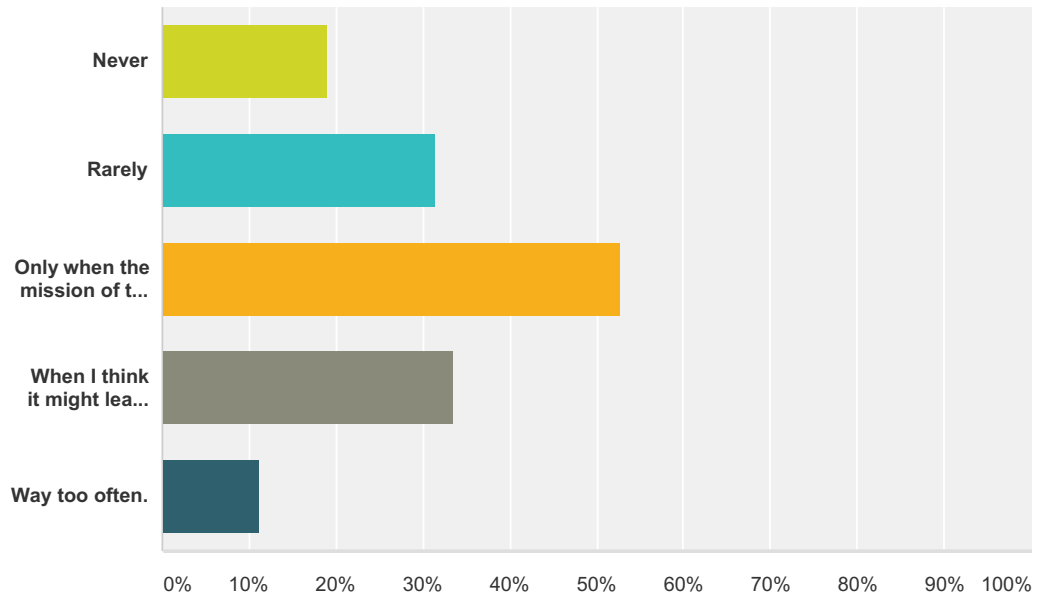
	\$20 and under	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	more than \$100	Total Respondents
what is the least you have charged per hour of teaching time?	<b>26.32%</b> 15	<b>49.12%</b> 28	<b>19.30%</b> 11	<b>5.26%</b> 3	<b>0.00%</b> 0	<b>0.00%</b> 0	57
what is the most you have charged per hour of teaching time?	<b>3.57%</b> 2	<b>35.71%</b> 20	<b>30.36%</b> 17	<b>21.43%</b> 12	<b>5.36%</b> 3	<b>3.57%</b> 2	56
what is the average you have charged per hour of teaching time?	<b>3.64%</b> 2	<b>54.55%</b> 30	<b>29.09%</b> 16	<b>9.09%</b> 5	<b>3.64%</b> 2	<b>0.00%</b> 0	55

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	Flat rate determined by organization.	9/24/2014 2:28 PM
2	I typically go w/ a daily rate rather than hourly	9/24/2014 9:58 AM
3	rates set by my institutions	9/14/2014 9:11 PM
4	built into the pay	9/3/2014 12:39 PM
5	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
6	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: 89 Skipped: 14



Answer Choices	Responses
Never	19.10% 17
Rarely	31.46% 28
Only when the mission of the organization is something I really believe in and they don't have money to hire me.	52.81% 47
When I think it might lead to paying work later.	33.71% 30
Way too often.	11.24% 10
<b>Total Respondents: 89</b>	