



**2014 PAY RATE SURVEY
TOTAL RESULTS: LITERARY 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.

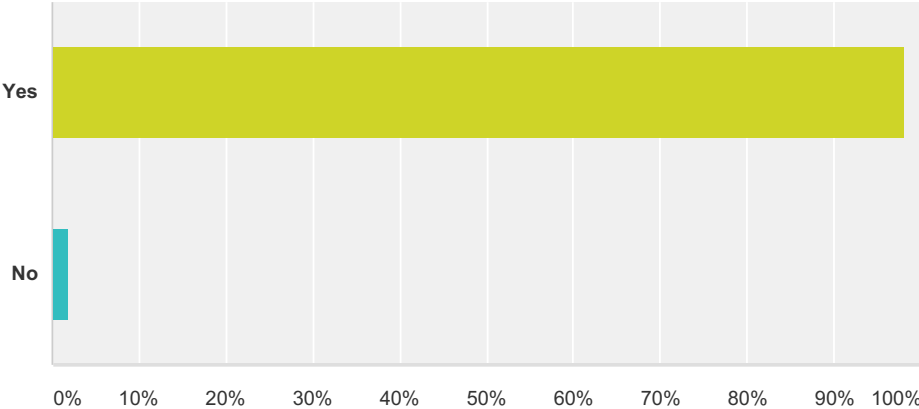
The survey was distributed to an email list of over 1200 artists in the Philadelphia area. These artists were encouraged to share the link to the survey with others via social media and other networks. In addition, organizations like Dance/UP, the Greater Philadelphia Cultural Alliance, the Leeway Foundation,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

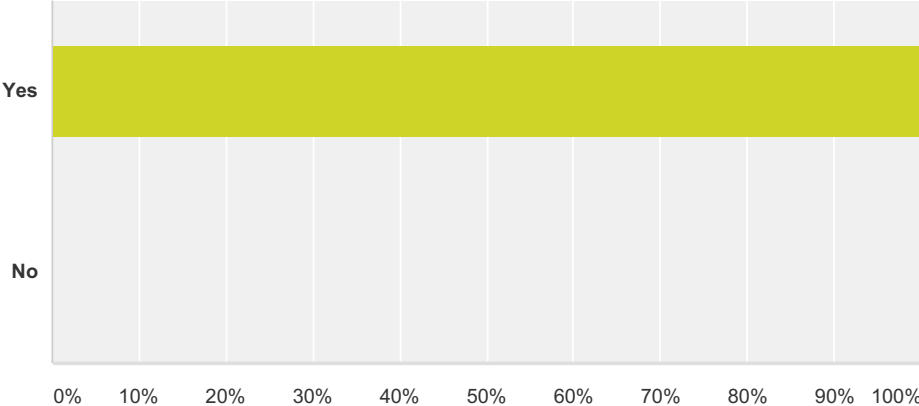
Answered: 53 Skipped: 0



Answer Choices	Responses
Yes	98.11% 52
No	1.89% 1
Total	53

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

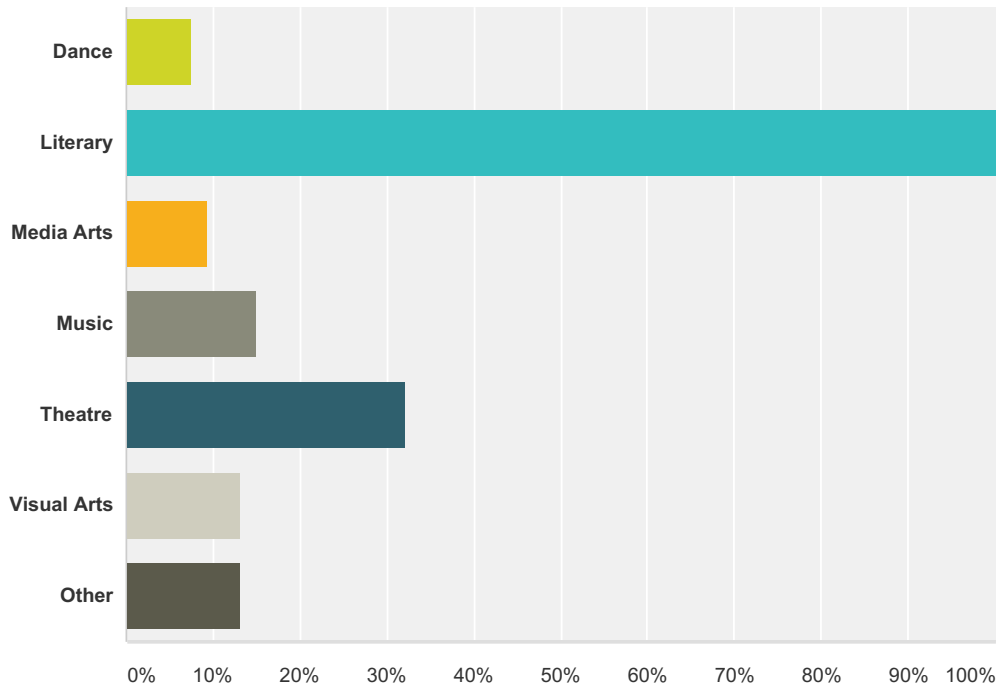
Answered: 52 Skipped: 1



Answer Choices	Responses
Yes	100.00% 52
No	0.00% 0
Total	52

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

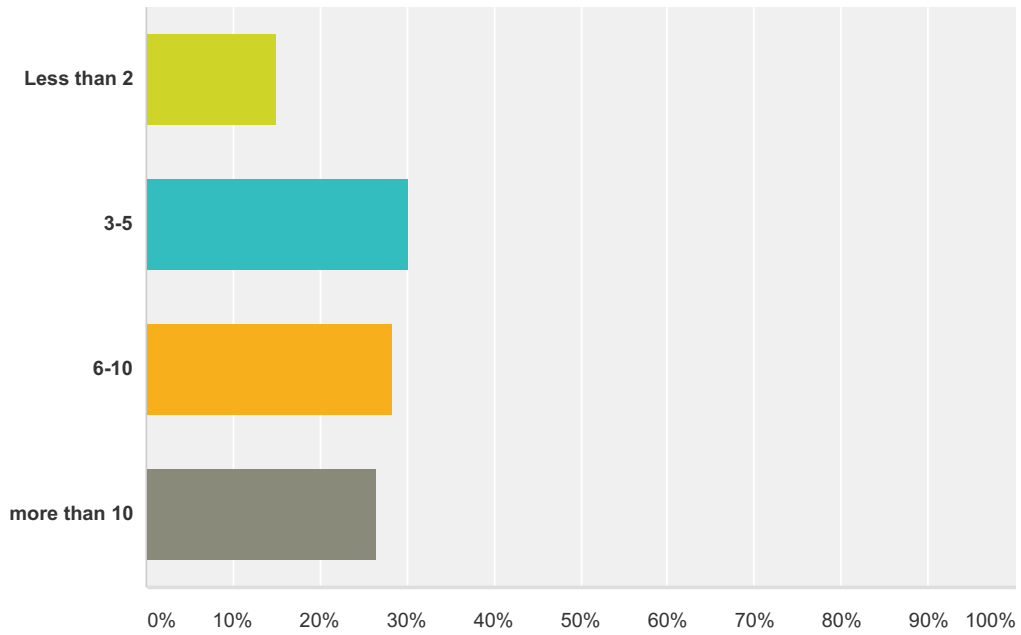
Answered: 53 Skipped: 0



Answer Choices	Responses
Dance	7.55% 4
Literary	100.00% 53
Media Arts	9.43% 5
Music	15.09% 8
Theatre	32.08% 17
Visual Arts	13.21% 7
Other	13.21% 7
Total Respondents: 53	

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

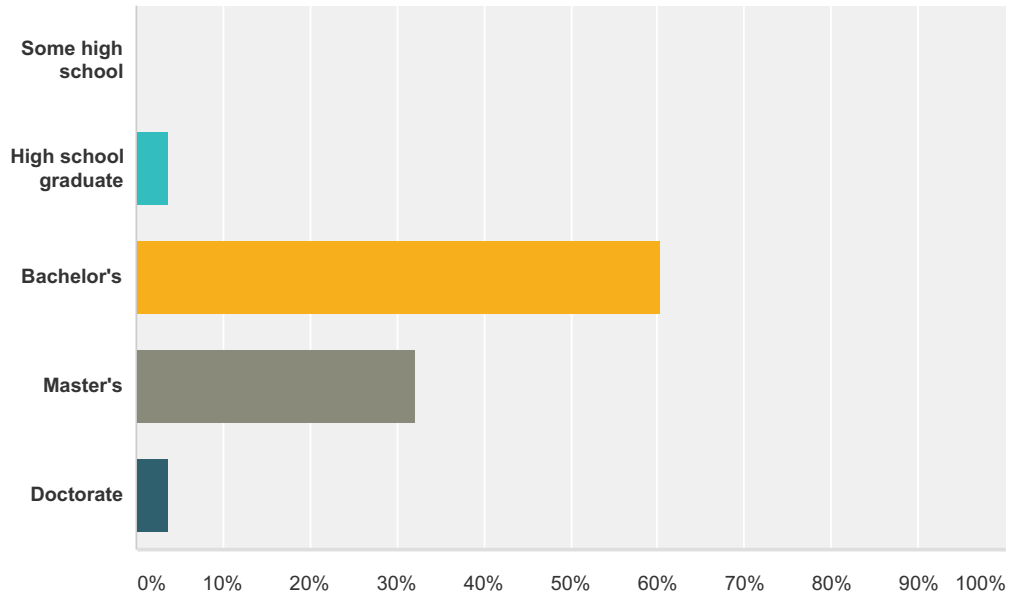
Answered: 53 Skipped: 0



Answer Choices	Responses
Less than 2	15.09% 8
3-5	30.19% 16
6-10	28.30% 15
more than 10	26.42% 14
Total Respondents: 53	

Q5 What is your highest level of education?

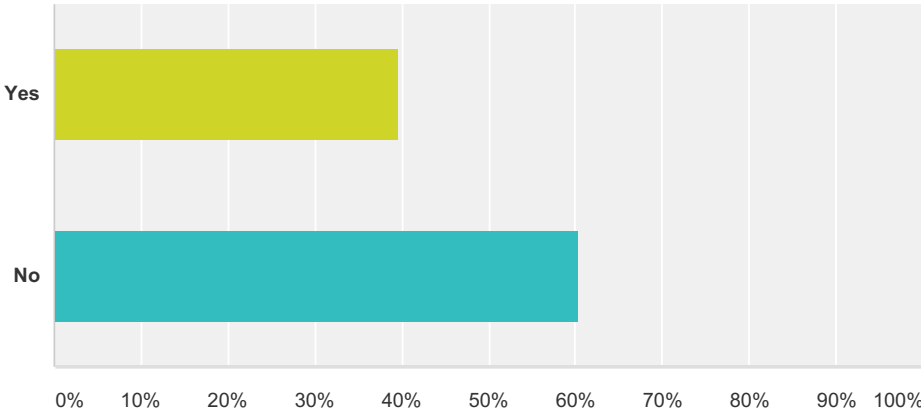
Answered: 53 Skipped: 0



Answer Choices	Responses
Some high school	0.00% 0
High school graduate	3.77% 2
Bachelor's	60.38% 32
Master's	32.08% 17
Doctorate	3.77% 2
Total Respondents: 53	

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

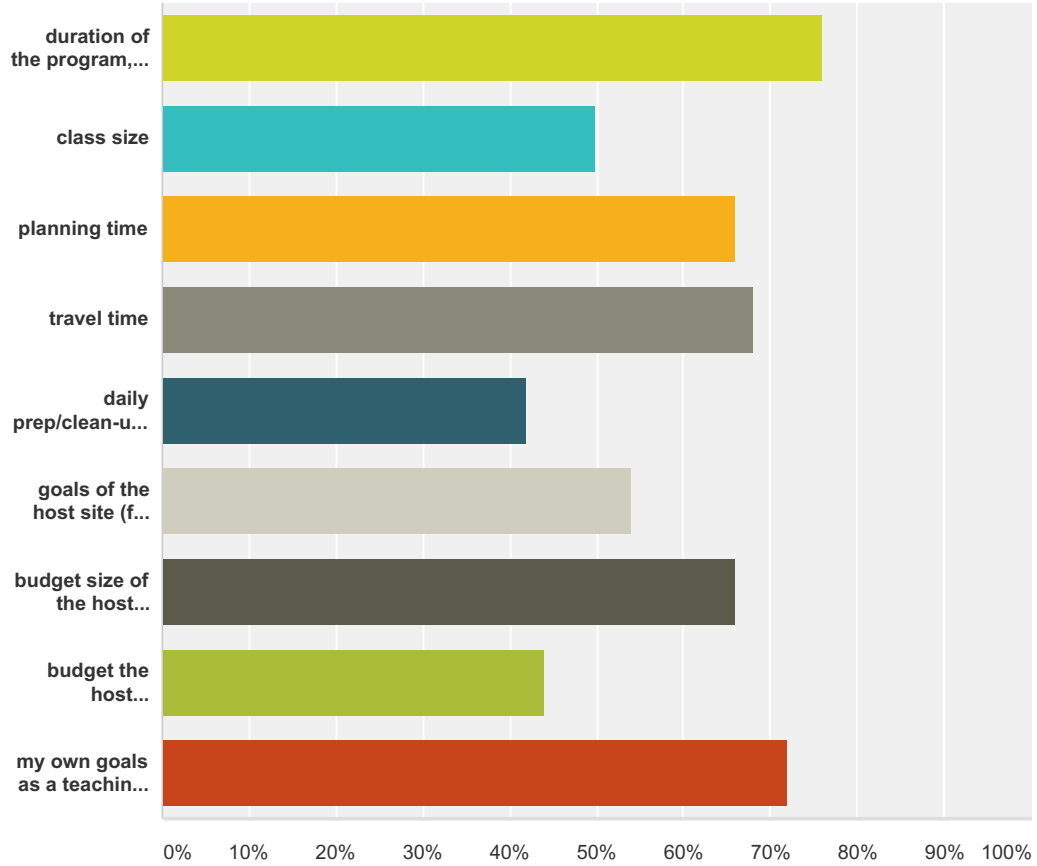
Answered: 53 Skipped: 0



Answer Choices	Responses
Yes	39.62% 21
No	60.38% 32
Total	53

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

Answered: 50 Skipped: 3



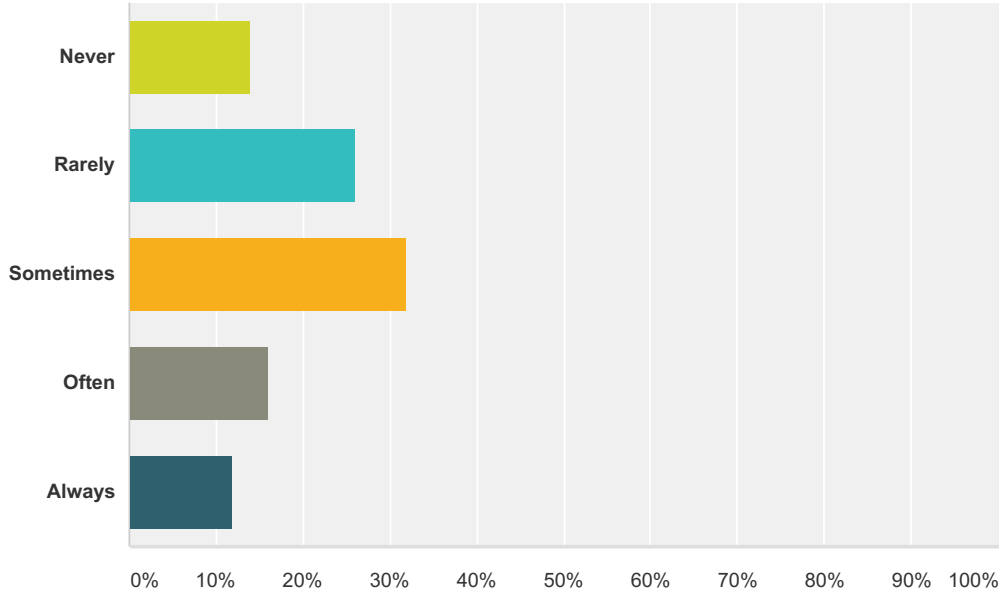
Answer Choices	Responses
duration of the program, that is, whether it is a one-time or more extended program	76.00% 38
class size	50.00% 25
planning time	66.00% 33
travel time	68.00% 34
daily prep/clean-up time	42.00% 21
goals of the host site (for example, school, community site, etc.)	54.00% 27
budget size of the host organization	66.00% 33
budget the host organization has set aside for this project	44.00% 22
my own goals as a teaching artist (for example, connection to particular community or mission)	72.00% 36
Total Respondents: 50	

Teaching Artist Pay Rate Survey 2014

#	Other (please specify)	Date
1	my own financial goals at the time	9/23/2014 12:06 PM
2	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
3	Overhead, expenses, employing help/expertise, design, consultation	9/15/2014 12:49 AM
4	The length of the workshop/performance (time that day)	9/12/2014 7:39 PM
5	supplies, consultations with others on certain projects.	9/6/2014 12:36 PM

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

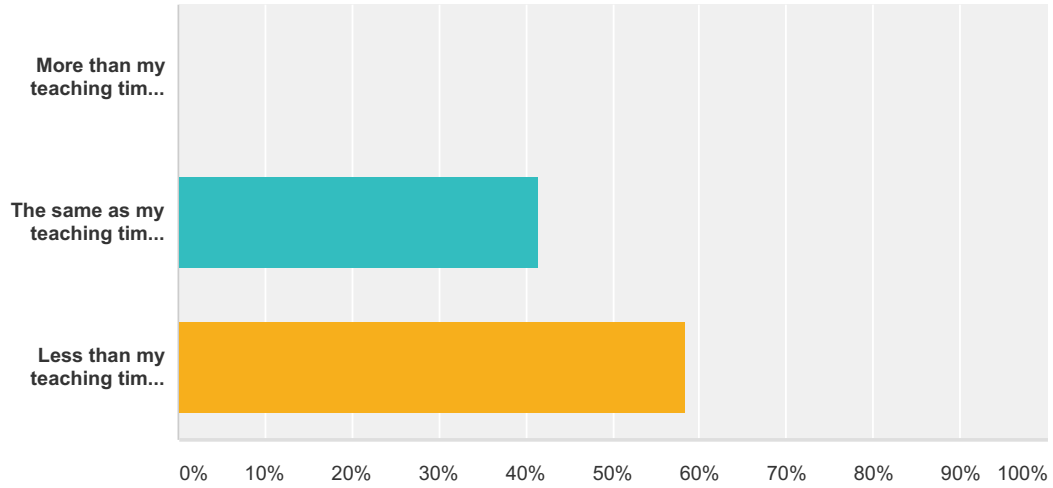
Answered: 50 Skipped: 3



Answer Choices	Responses
Never	14.00% 7
Rarely	26.00% 13
Sometimes	32.00% 16
Often	16.00% 8
Always	12.00% 6
Total	50

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

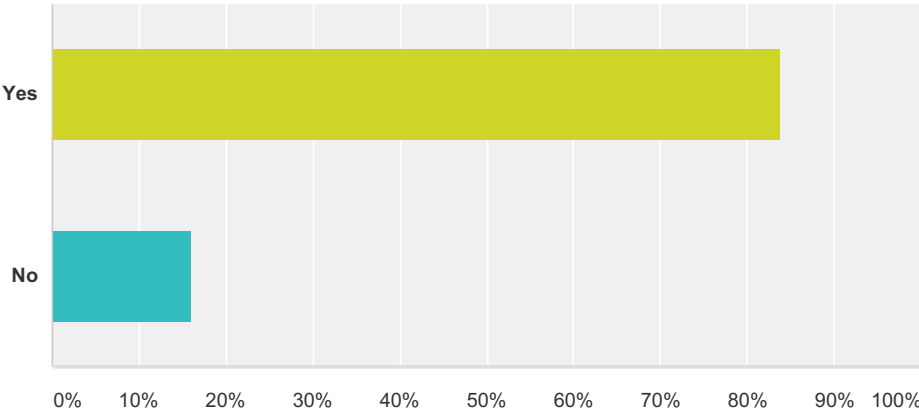
Answered: 41 Skipped: 12



Answer Choices	Responses
More than my teaching time rate	0.00% 0
The same as my teaching time rate	41.46% 17
Less than my teaching time rate	58.54% 24
Total	41

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

Answered: 50 Skipped: 3

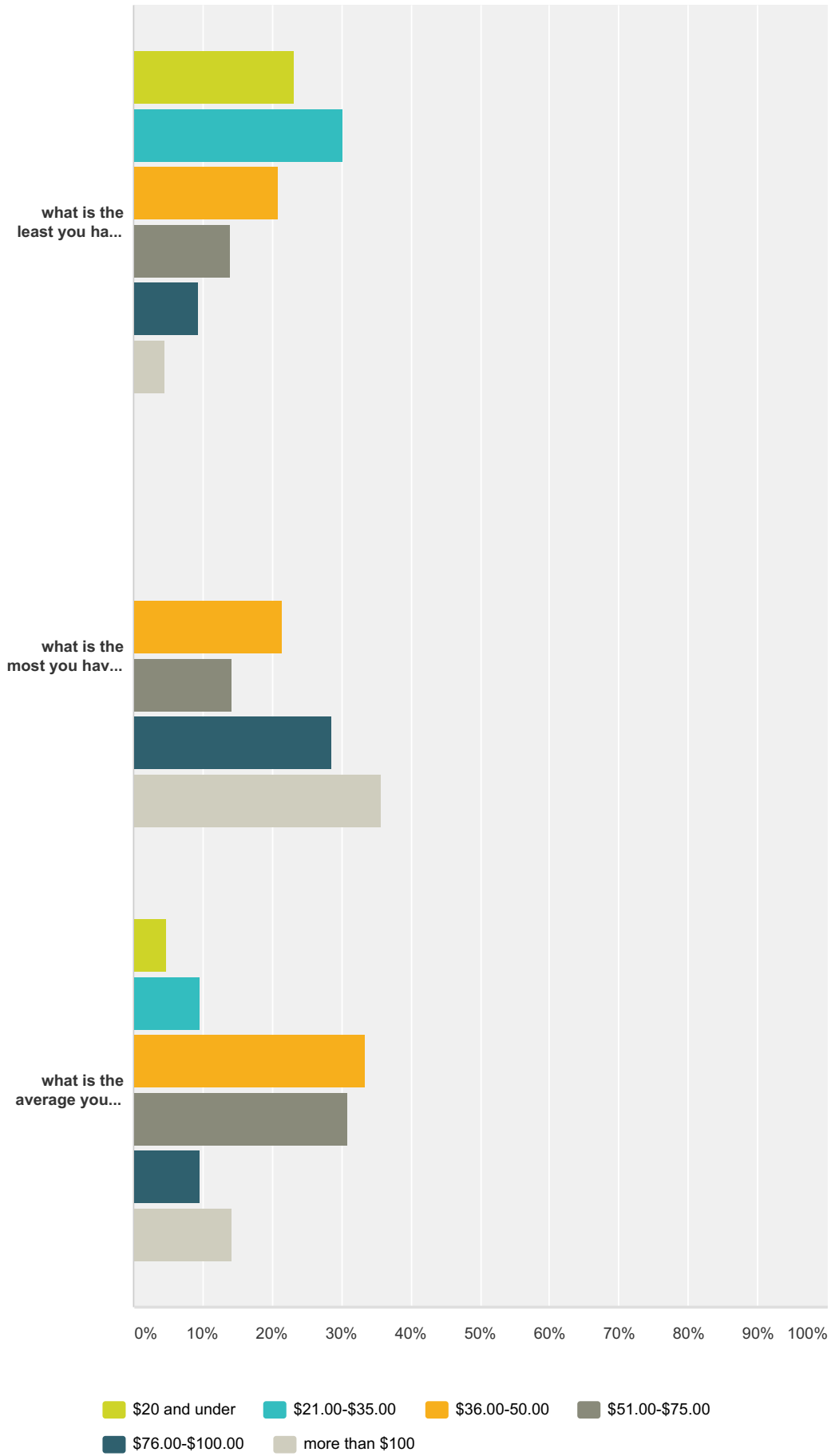


Answer Choices	Responses
Yes	84.00% 42
No	16.00% 8
Total	50

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

Answered: 43 Skipped: 10

Teaching Artist Pay Rate Survey 2014



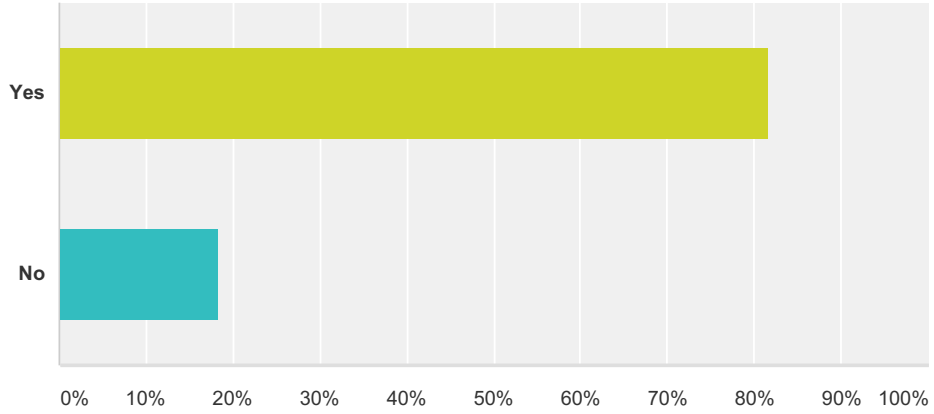
Teaching Artist Pay Rate Survey 2014

	\$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?	23.26% 10	30.23% 13	20.93% 9	13.95% 6	9.30% 4	4.65% 2	43
what is the most you have charged per hour of teaching time?	0.00% 0	0.00% 0	21.43% 9	14.29% 6	28.57% 12	35.71% 15	42
what is the average you have charged per hour of teaching time?	4.76% 2	9.52% 4	33.33% 14	30.95% 13	9.52% 4	14.29% 6	42

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	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
2	The organization I work for now pays \$40/hr. \$20/hr for official meetings/trainings	9/15/2014 6:15 PM
3	Challenge your students and don't be vain	9/15/2014 12:52 AM
4	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
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 also teach by doing judging of contests and providing notes	9/8/2014 4:10 PM
7	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

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

Answered: 49 Skipped: 4

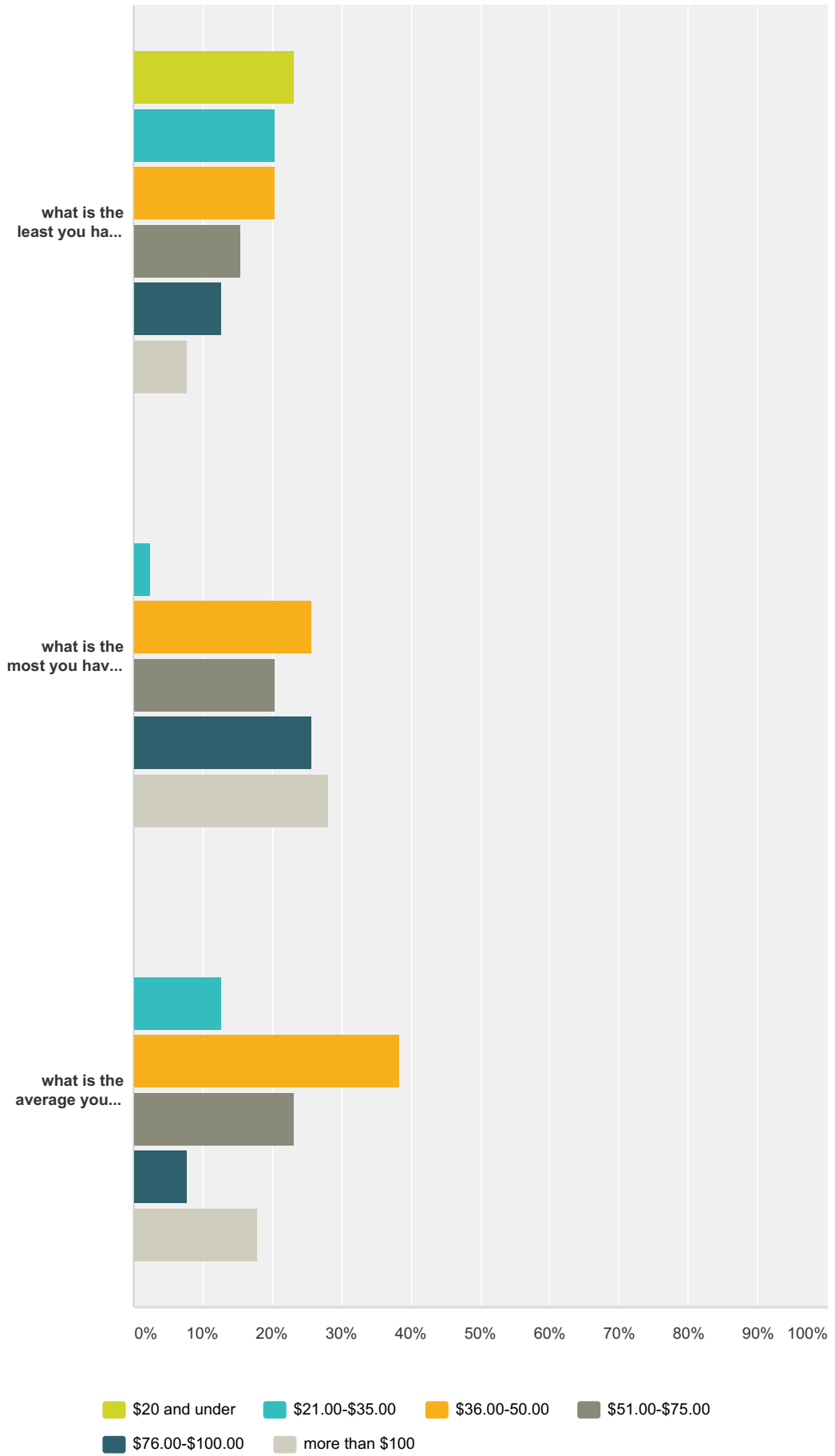


Answer Choices	Responses	
Yes	81.63%	40
No	18.37%	9
Total		49

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

Answered: 39 Skipped: 14

Teaching Artist Pay Rate Survey 2014



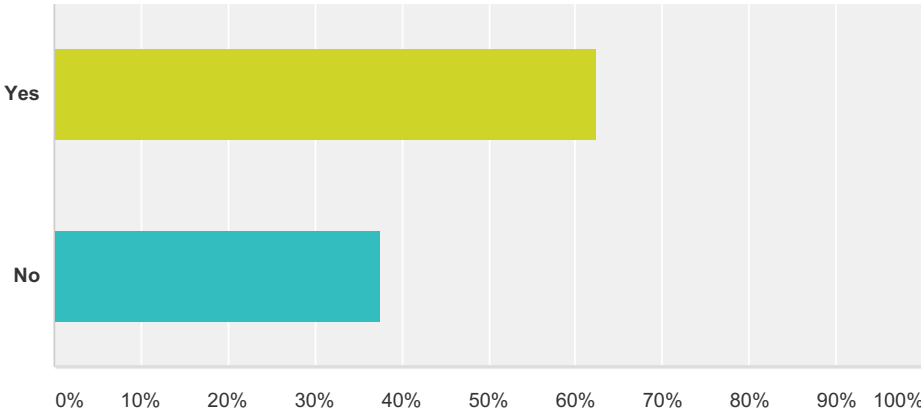
Teaching Artist Pay Rate Survey 2014

	\$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?	23.08% 9	20.51% 8	20.51% 8	15.38% 6	12.82% 5	7.69% 3	39
what is the most you have charged per hour of teaching time?	0.00% 0	2.56% 1	25.64% 10	20.51% 8	25.64% 10	28.21% 11	39
what is the average you have charged per hour of teaching time?	0.00% 0	12.82% 5	38.46% 15	23.08% 9	7.69% 3	17.95% 7	39

#	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	Don't take organizational agendas personally even if they seem contradictory to their mission and publicity.	9/15/2014 12:56 AM
3	i averaged in the results some free or very low-cost multiple programs that were given.bbb	9/6/2014 12:44 PM

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

Answered: 48 Skipped: 5

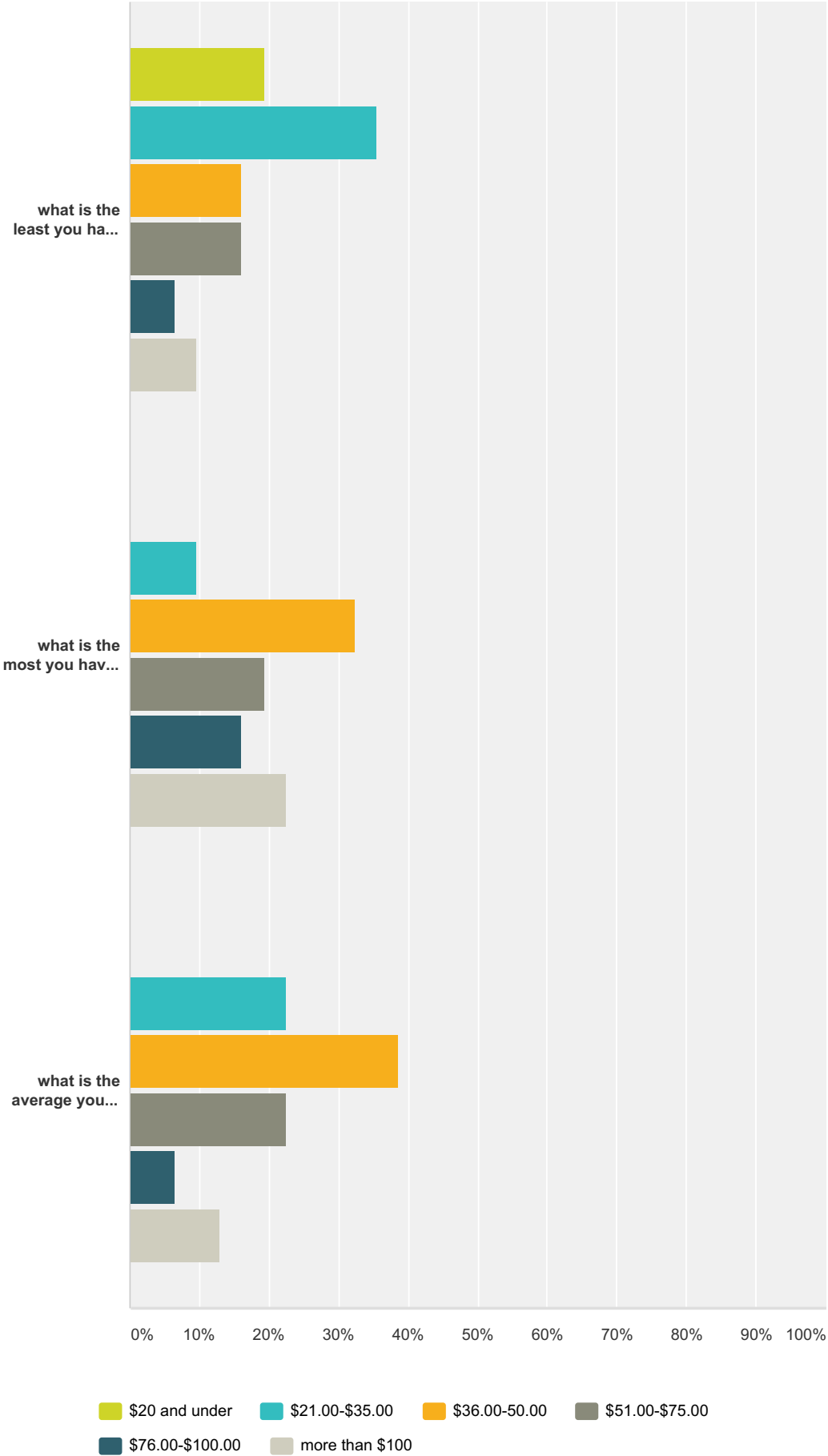


Answer Choices	Responses	
Yes	62.50%	30
No	37.50%	18
Total		48

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

Answered: 31 Skipped: 22

Teaching Artist Pay Rate Survey 2014



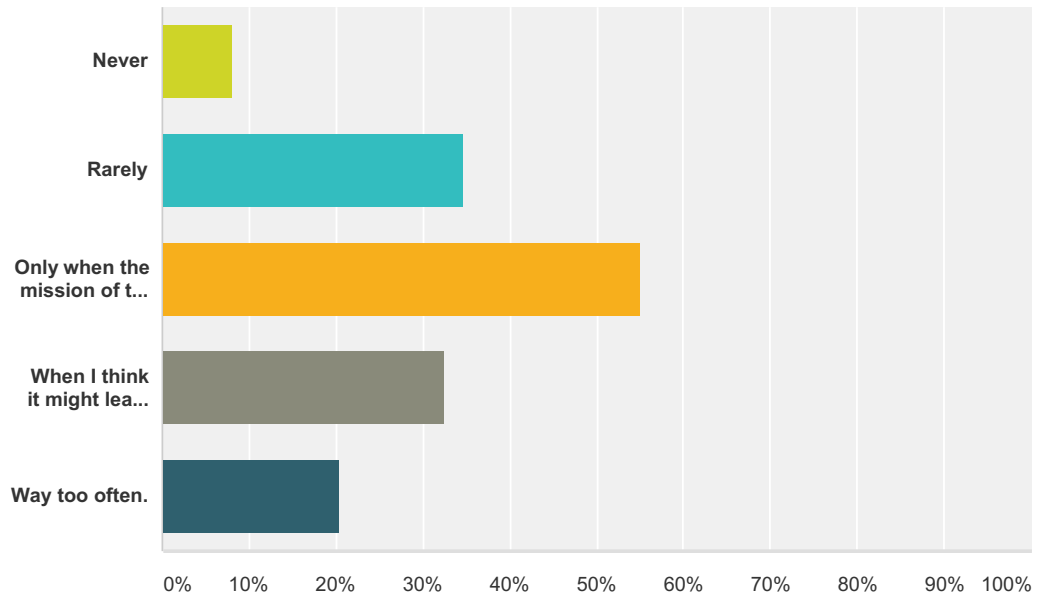
Teaching Artist Pay Rate Survey 2014

	\$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?	19.35% 6	35.48% 11	16.13% 5	16.13% 5	6.45% 2	9.68% 3	31
what is the most you have charged per hour of teaching time?	0.00% 0	9.68% 3	32.26% 10	19.35% 6	16.13% 5	22.58% 7	31
what is the average you have charged per hour of teaching time?	0.00% 0	22.58% 7	38.71% 12	22.58% 7	6.45% 2	12.90% 4	31

#	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

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

Answered: 49 Skipped: 4



Answer Choices	Responses
Never	8.16% 4
Rarely	34.69% 17
Only when the mission of the organization is something I really believe in and they don't have money to hire me.	55.10% 27
When I think it might lead to paying work later.	32.65% 16
Way too often.	20.41% 10
Total Respondents: 49	