

ANALYSIS OF TEACHER SALARY – TEACH ACT (2023)

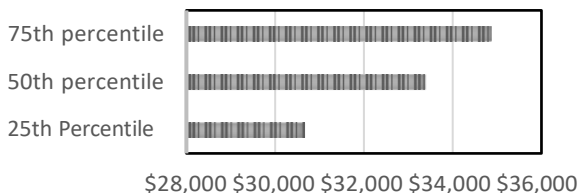
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TEACH Act

- The legislative target for starting teacher salary is \$35,660 in FY 24, or ten times the quality educator payment.
- There are 552 full time teachers with salaries under \$35,660.
- 51 of these teachers work in districts with more than 2500 students.
- 36 of these teachers have been licensed more than 20 years.
- 146 of these teachers have been licensed in the past year.
- Average benefits for teachers under the age of 25 is \$14,511.
- 131 of new teachers in this category are general education teacher (\$32,094).
- 11 of these teachers are in on reservation schools.
- 84 of these teachers are in schools classified as targeted support or comprehensive support (\$32,513).
- 96 of these teachers are in districts with fewer than 400 students.
- 73 of these teachers are in districts with a Title 1 enrollment greater than 25%.
- 27 of these teachers are in a town or city.
- 103 of these teachers are under the age of 35.

TEACH ACT IMPACTED TEACHERS STARTING SALARIES(FY 23 -146)



Statewide Trends

- New teachers earn on average \$41,639. In four years, this average increases \$3457.
- On average, teachers licensed more than 20 years earn about \$69,000.
- The average teacher receives \$20,647 in benefits.
- Teachers that have been licensed in Montana for more than 25 years receive on average \$26,507 in benefits.
- New teachers receive on average \$15,267 in benefits.
- Teachers under the age of 25 earn on average less (\$39,005)
- Rural teachers earn on average \$13,342 less than teachers in a city.
- Teachers in school districts with a Title 1 enrollment greater than 25% on average earn \$60,662.
- Teachers in districts with less than 150 students earn on average \$44,946 (857 teachers).
- In school districts with enrollments between 850 and 2499 students, teachers earn on average \$57,404.
- Teachers in schools designated as comprehensive or targeted support earn on average \$59,912.
- Average salary in on reservation districts is \$58,170.
- Salaries differ by position type with supervising teachers earning \$46,619, special education teachers (\$57,455), Title 1 teachers (\$55,739), general education (\$58,272), and gifted and talented (\$67,448),

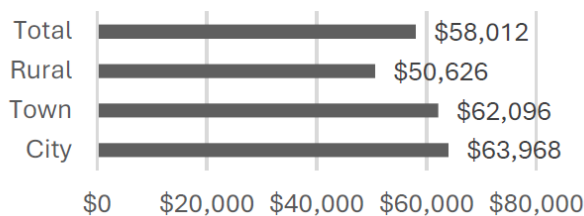
Business Data Rules Followed

- Salary, benefit and teacher data used in this analysis is flawed. Data is prone to errors on the part of the person that entered the data and when it is joined to different databases.
- There are 11,321 records that are federally reported (2023).
- All data for this study was analyzed at the school system level to reduce duplicates.
- Teacher data (position, fte) was extracted for all roles with a teaching position code used by the US Department of Education. This results in an FTE specific to the teaching role. For each SEID, the FTE was summed across teaching roles.
- All SEID with less than 0.90 FTE were removed. This removed 670 records.
- 293 records did not have salary data.
- Salary data was summed for all amounts associated with SEID across teaching roles.
- Year licensed was recoded so that the maximum tenure was 35 years and above.

Total benefit amounts analyzed by percentile. The lowest and highest 10% were removed from the analysis.

- Duplicates of positions were addressed by prioritizing primary position (e.g., supervising teacher or Title 1).
- Due to errors in the dataset, all salaries for a 0.90 FTE and greater were removed for values under \$18,000 and over \$120,000. This resulted in the removal of 484 records.
- Endorsements were managed in a separate file to limit duplicates. Teachers without an endorsement were removed.
- No school district with a teacher that has 0.90 FTE equivalent or above was removed from the analysis. The distribution of those teachers whose salary is below \$35,660 is not concentrated. Very few districts have more than one teacher working at that salary.

All Salaries (10,167)



If you have questions, please contact Robin Clausen, Research Analyst
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