



# MONTANA TEACHER COMPENSATION REPORT

Prepared for Constitutional Players Convening  
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## RESEARCH OBJECTIVE

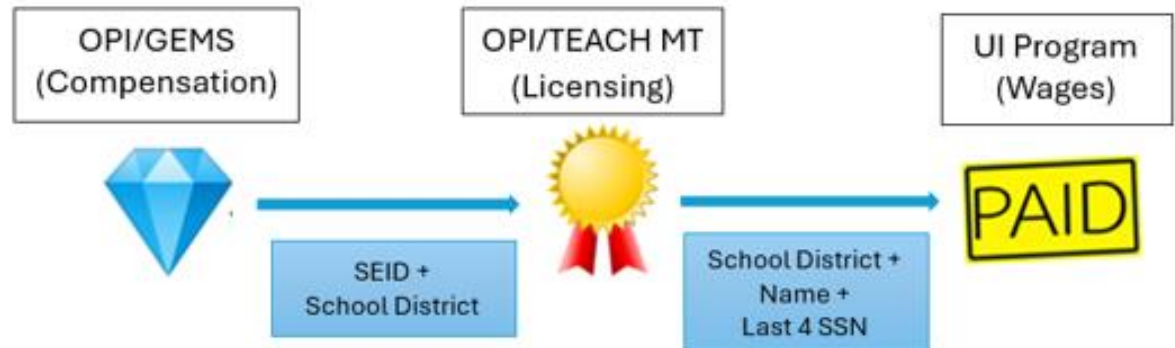
Develop a measure of total compensation received by K-12 educators in Montana.  
Understand variation in compensation within and across districts.



## BUILT INDIVIDUAL-LEVEL DATABASE CONNECTIONS

Resulting cross-sectional dataset for 2022-23 academic year includes:

- 393 school districts (>99%)
- 28,000 total employees (*teaching and administrative*)
- 8,700 full-time teachers



95% of teachers matched to UI wage data

# OPI/GEMS DATA MEASURES TOTAL COMPENSATION

## Wage Sources

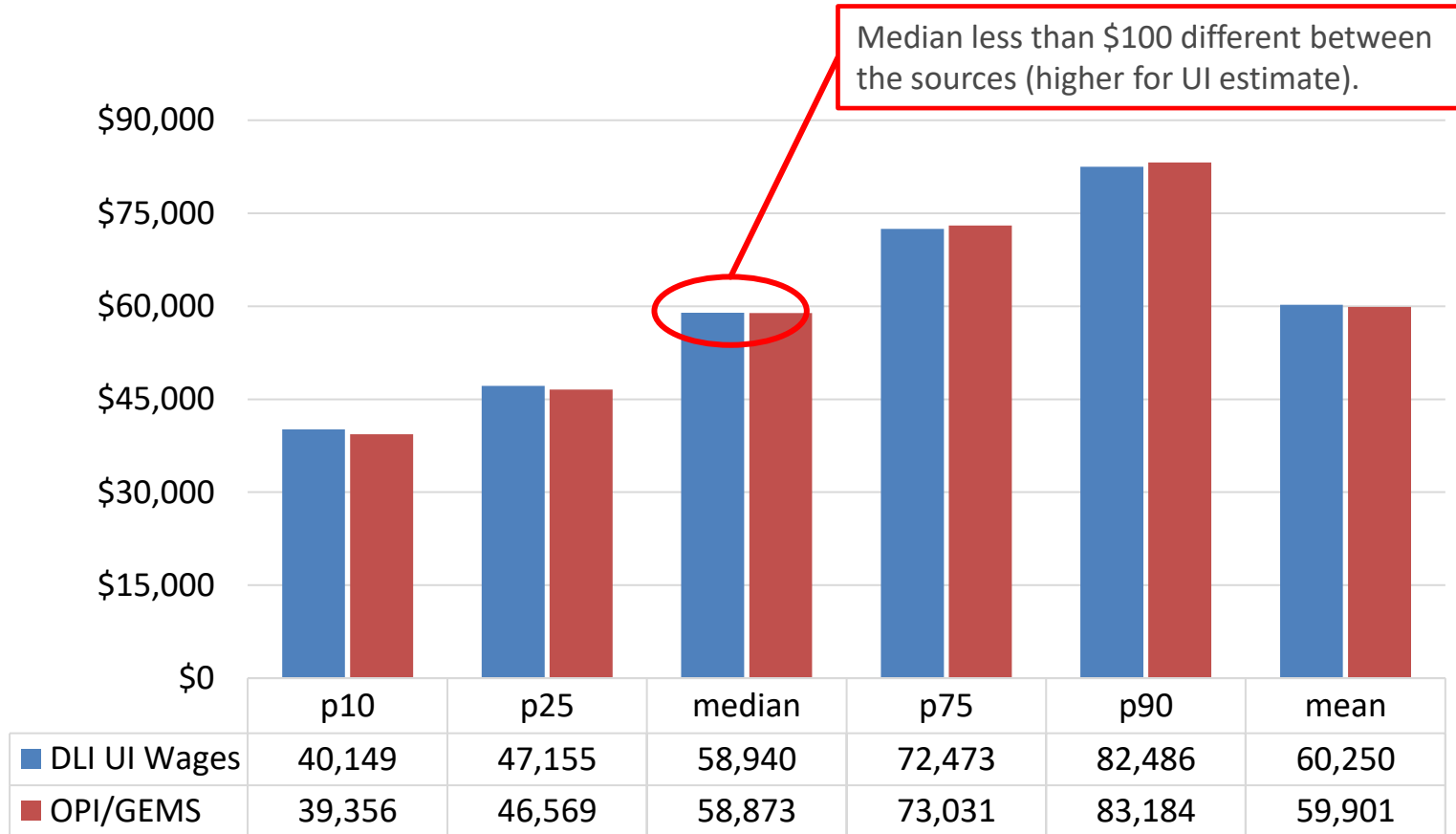
- Regular Salaries
- Stipends
  - pay for additional roles, i.e., coaching or directing activities
- Overtime
- Temporary Salary
- Sabbatical Leave
- Sick/Vacation Leave Termination
- Bonus
  - hiring or retention bonus, severance pay

## Benefit Sources

- Social Security
- Teacher Retirement
  - Average benefit = \$5,900
- PERS
- Unemployment Compensation
- Health Insurance
  - Average benefit = \$7,800
- Life and Disability
- Other

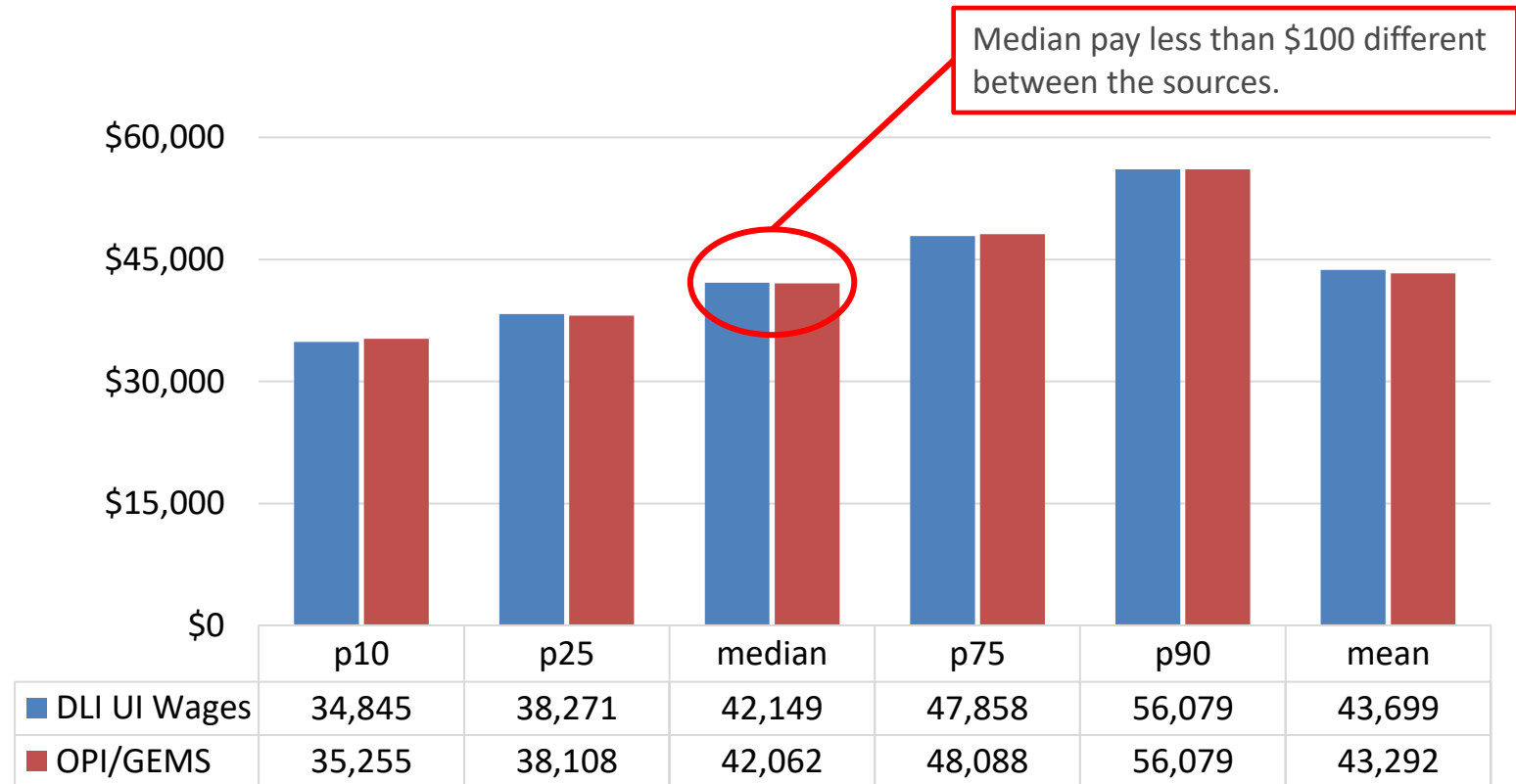
# INITIAL RESULTS:

## UI PAYROLL WAGE DATA VERIFIES ACCURACY OF OPI/GEMS DATA



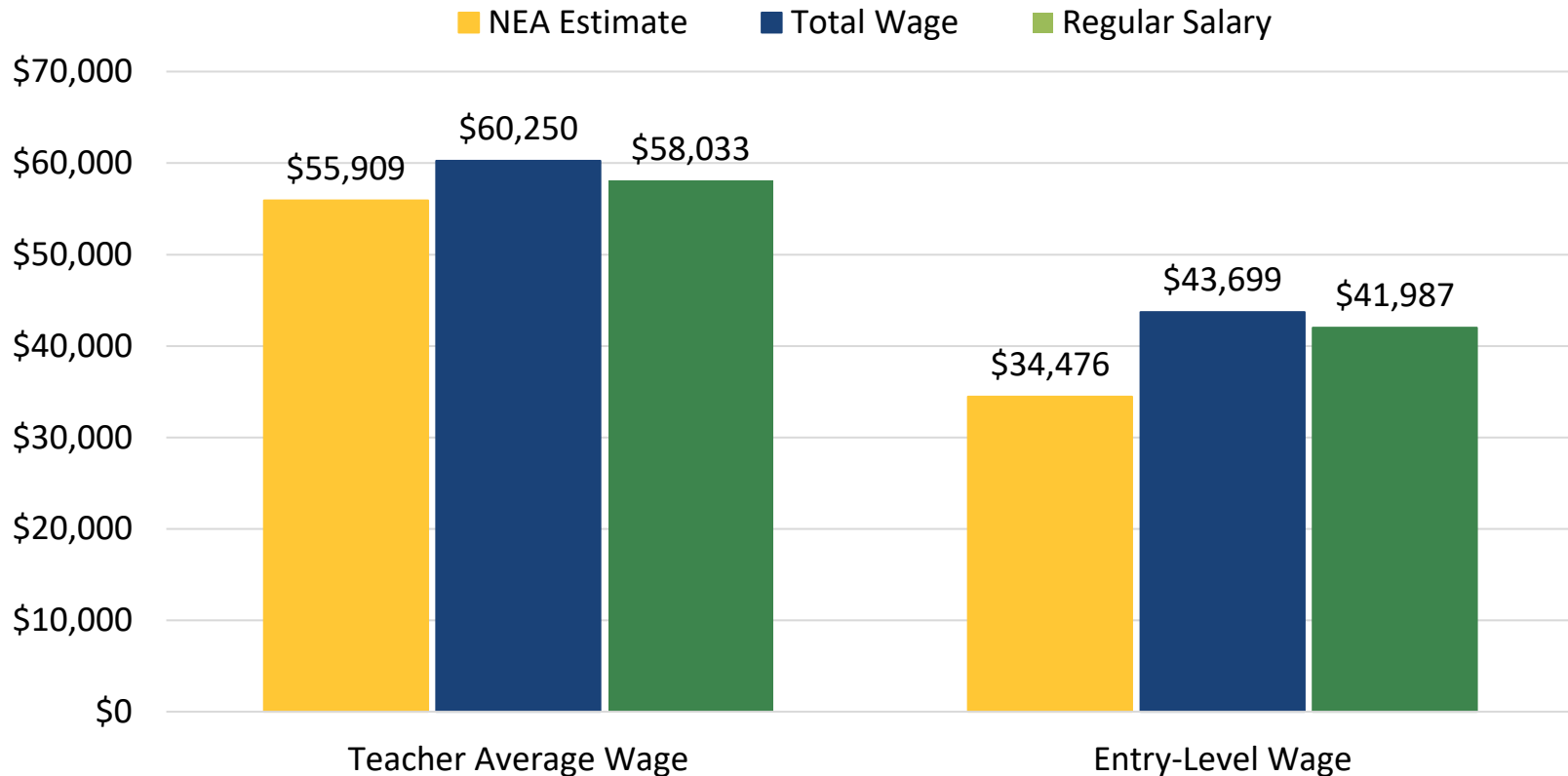
Source: MTDLI UI administrative wage records, 2022Q3-23Q2. OPI and GEMS, 2022-23 school year. Teachers defined as full-time general education teachers (TC01). Initial analysis excludes roles such as special education, part-time, and temporary teachers.

# INITIAL RESULTS: ENTRY-LEVEL (*PROXY*) FULL-TIME TEACHER WAGES, NEWLY LICENSED



Source: MTDLI UI administrative wage records, 2022Q3-23Q2. OPI and GEMS, 2022-23 school year. Newly licensed teachers defined as full-time general education teachers (TC01) where license obtained between January 1, 2022 and August 31, 2022.

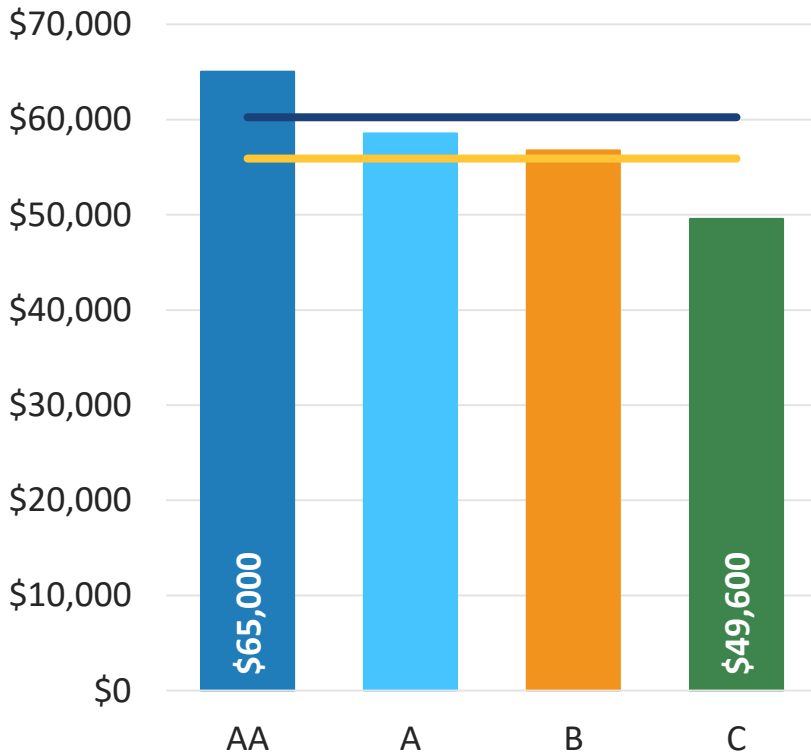
## DATA SHOW HIGHER WAGES FOR TEACHERS THAN NEA



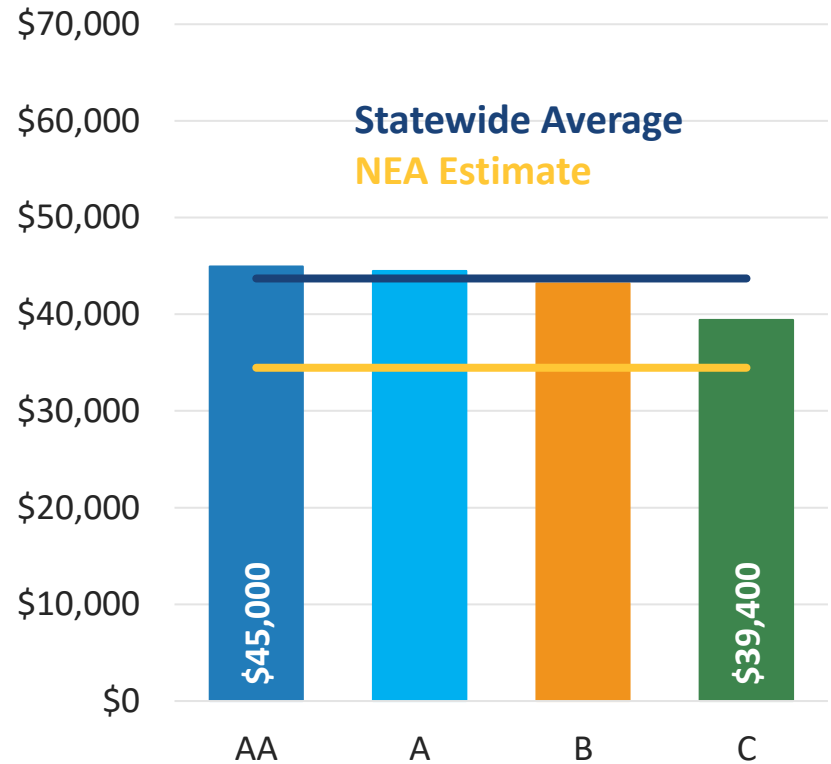
Total Wages and Regular Salary reflect payroll wages received by teachers.  
NEA entry-level estimate reflects collective bargaining agreements.

# INITIAL RESULTS: BY DISTRICT SIZE (MHSA CLASSIFICATION)

## Teacher Average Wage



## Entry-Level Wage (Newly Licensed)



Source: MTDLI UI administrative wage records, OPI and GEMS. Teachers include position code TC01 (general education) where FTE=1. MHSA size classification is applied to corresponding elementary school districts.



## PRELIMINARY CONCLUSIONS

- OPI/GEMS data **is consistent** with DLI unemployment insurance administrative wage records.
  - Future analysis will use OPI/GEMS data to include non-wage sources of compensation.
- Average full-time general education teacher made **\$60,000** in 2022-23 academic year.
  - Larger school districts report higher teacher salaries.
- Newly-licensed teachers made an average of **\$43,000** in 2022-23 academic year.
  - About \$9,000 higher than the base pay estimated by NEA.
  - Total wages range from \$39,000 at class C schools to nearly \$45,000 at class AA schools.

# NEXT STEPS

*To be included in final report*

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## Data Cleaning and Validation

Improve matching between datasets and verify accuracy of outliers.

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## Stakeholder Engagement

Connect with school districts and other stakeholders to ensure accuracy of data and receive feedback on analysis.

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## Analysis by Teacher Qualifications

Analyze variation in compensation by educator tenure, experience, license type, etc.

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## Analysis by School Characteristics

Capture variation in teacher compensation by district size class, urban/rural, region, etc.

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## Non-Wage Compensation

Investigate the prevalence and significance of benefit provision (health insurance and retirement) to total compensation.

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## Part-Time and Multiple Job Holders

Analyze compensation for part-time educators and determine the prevalence of multiple job holding among educators.

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THANK YOU

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