

# Teacher Salary Wars & District Compensation

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# Presentation Purposes

- Current Teacher Shortages
- Recent studies about Teacher Shortage
- Recent studies about Teacher Salaries
- District Responses to the teacher shortage
- Changes in Teacher Salaries
- A Possible State-Wide Solution
- Questions?



# University of Utah Study on Teacher Turnover and Retention

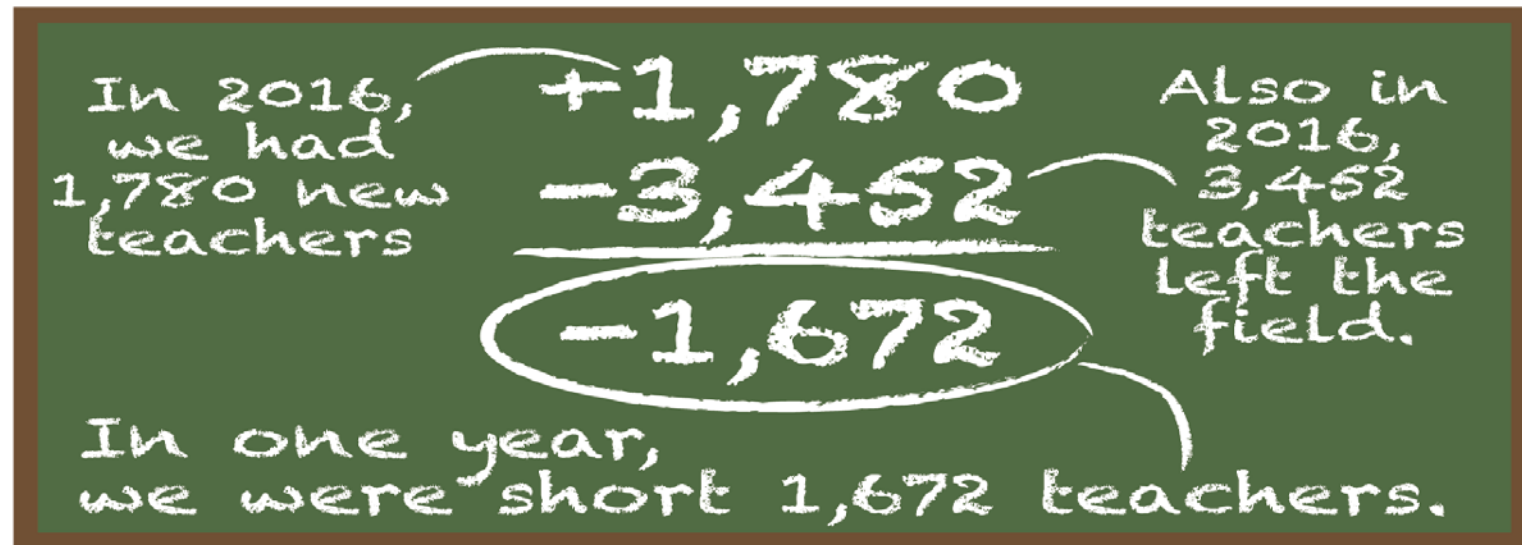
- By the 2014/15 school year, 56% of Utah Teachers who began teaching in the 2007-2008 school year had left teaching in the classroom, **with 93% of them no longer in the public education system**
- Teachers with 1-3 years of experience had the highest rates of leaving
- Vast majority left voluntarily

University of Utah Policy Center  
2017

<https://uepc.utah.edu/our-work/at-a-glance-teacher-turnover-in-utah/>



# Utah's teacher shortage

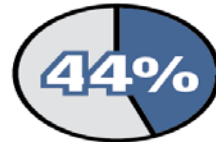


Salt Lake Tribune  
April 11, 2019

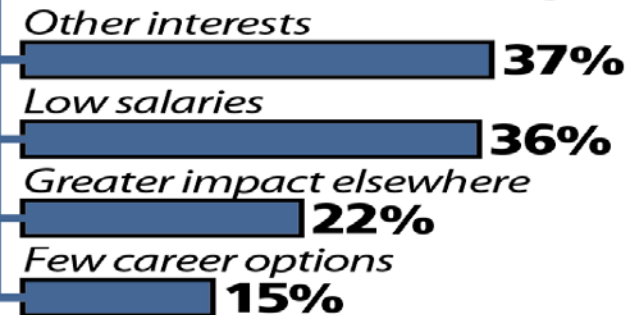
## Why don't we have more new teachers?

4,000 Utah college students surveyed in 2018\*

Considered teaching but chose otherwise



The reason why they didn't choose teaching



Students with a GPA of 3.5+ and an ACT score of 30+ said they would teach if they had three things:



Higher salaries



More career growth options



More financial aid/scholarships

\*No margin of error was available because the data was not statistically verified

Source: Envision Utah

GRAPHIC BY CHRISTOPHER CHERRINGTON | The Salt Lake Tribune

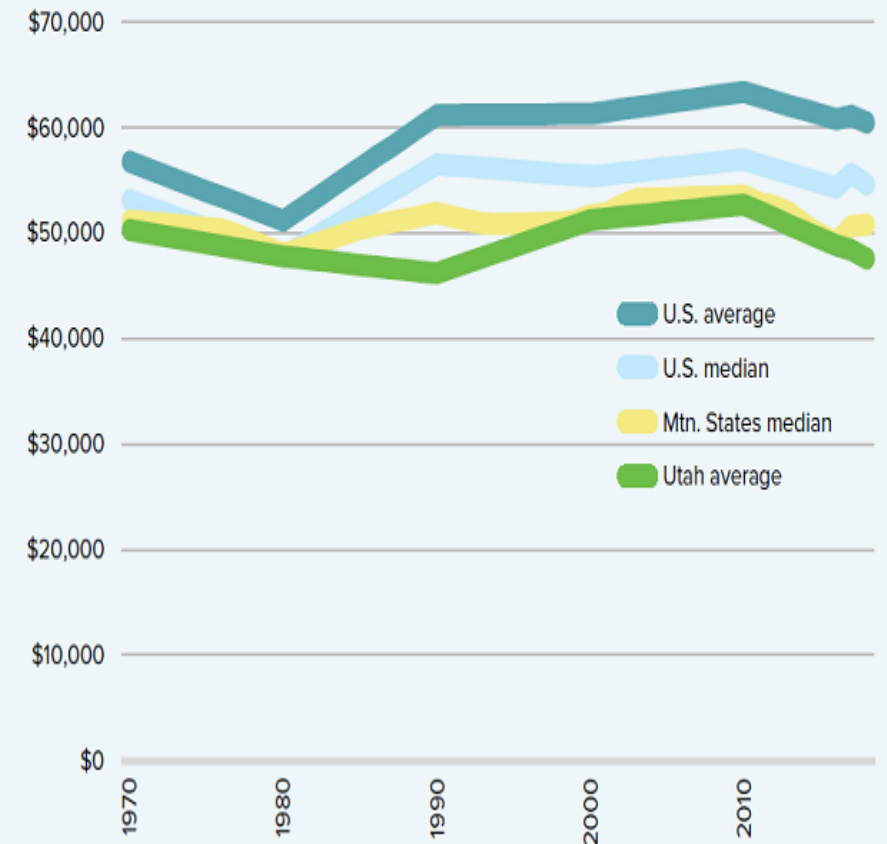


## Utah Foundation, April 2019

- Utah's average teacher pay (\$47,604) is significantly lower than the national average (\$60,483).
- When comparing teacher pay in Utah to other Mountain States, Utah fares a bit better than it does nationally, but is still nearly 10% below the median state (\$52,389). Utah's average pay is also the lowest among the eight Mountain States. However, when factoring in experience and education levels, Utah is in the middle of the pack.
- Teacher pay varies widely among school districts within Utah, with pay for comparable levels of education and experience ranging nearly 40%.
- A key consideration for policymakers is to consider pay in the context of total compensation, with an eye toward calibrating the compensation components to attract and retain a highly effective teaching corps.

Utah is far below the U.S. average for teacher pay – just 79% in 2018.

Utah and U.S. Average Teacher Pay, with U.S. Median and Mountain States Median, 1970 to 2018, adjusted for inflation



<http://www.utahfoundation.org/reports/apples-to-apples-teacher-pay/>



# How Much Should Teachers Be Paid

## Envision Utah Preferred Scenario

- ▶ Start at \$60,000 and grow to \$110,000
- ▶ Create a new market-based defined contribution retirement option
- ▶ In exchange for higher salaries, teachers can opt in to new retirement plan
- ▶ Strengthen teacher induction with full-time consulting teachers
- ▶ Provide options for teachers to work more days
- ▶ Provide full tuition Scholarships for half of all new teachers

Salary Increases	+	Retirement Change		Consulting Teachers		Scholarships
\$535 million			+	\$32.5 million		\$45 million

# FY 18-20, Changes in Teacher Compensation

## New Teachers

Lowest \$31,918 Wayne  
 Highest \$50,700 Park City

FY 18

FY 19  
 \$35,250 Wayne  
 \$50,700 Park City

FY 20  
 \$39,000 Piute  
 \$50,700 Park City  
 \*others

## Base Salary % Increase

1% A Few  
 17% Park City

1% Ogden  
 13.51% Tooele

1% Grand  
 14.2% Canyons



## Significant Benefit Changes

Health Care Clinics

Granite Nebo



\*Canyons, Murray at \$50,000 or higher

\*\* Highest Salary Maximum = \$105,026 at Alpine

# Questions/Comments

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