

Teacher Salaries in Vermont

Senate Committee on Education

Julia Richter, JFO

February 1, 2023



JFO

1 Baldwin Street • Montpelier, VT 05633-5701 • (802) 828-2295 • <https://ljfo.vermont.gov>

Personnel salaries are included in a district's education spending in Vermont

- Unless funded by categorical aid or federal funding, personnel salaries (including teachers) are included in a district's education spending Vermont
 - Each school district builds an annual budget which requires local voters' approval
 - In general, budgets have two primary parts: offsetting revenues and education spending
- Education spending per equalized pupil ultimately drives adjustments to local homestead property tax rates
- All else equal, increases to teachers' salaries will be borne by property taxes
 - For example, all else equal, if a single school district increases its teachers' salaries, its homestead property tax rate will increase accordingly



Considerations when comparing and analyzing teacher salaries

- Teacher salaries vary for multiple factors
 - Variances in salaries may be attributed to position, location, bargaining agreements, experience and education level, etc.
 - In FY20-21:
 - The average teacher salary across all teacher categories was approx. \$62,200
 - The average teacher salary by teacher category ranged from \$55,500 - \$78,300
- Salary does not capture all compensation of an employee
 - Teachers also receive non-salary benefits, including pensions and healthcare
 - In FY20-21:
 - The average teacher combined salary and benefits across all teacher categories was approx. \$80,100
 - The average teacher combined salary and benefits by teacher category ranged from \$71,900 - \$100,900

Notes:

Data from AOE's Teacher and Staff FTE Report FY2020-FY2021 (<https://education.vermont.gov/data-and-reporting/school-reports/teacher-staff-fte-report>); Analysis by JFO



Comparing Vermont's Average Salary Before Adjusting for Cost of Living

- Before adjusting for cost of living:
 - Vermont has the 19th highest average teacher salary nationally, and
 - the 3rd lowest in the Northeast
- This salary comparison does not include benefits

Average Salaries of Public-School Teachers in FY21

State	Average Teacher Salary (\$)	National Rank of Avg Salary <i>(before adjusting for cost of living)</i>
US Average	\$65,293	-
Northeast Average	\$73,455	-
Connecticut	\$79,742	5
Maine	\$57,167	30
Massachusetts	\$86,755	2
New Hampshire	\$61,849	20
New York	\$90,222	1
Rhode Island	\$75,966	8
Vermont	\$62,483	19

Data Source: National Education Association, 2022; Analysis by JFO

<https://www.nea.org/sites/default/files/2022-06/2022%20Rankings%20and%20Estimates%20Report.pdf>



Notes on Comparing Salaries Across States and Adjusting for Cost of Living

- Costs of basic needs (e.g. food, childcare, health insurance, housing, transportation, etc.) vary by state
 - This makes comparing salaries across states difficult
- One way to compare salaries across states is through comparing “living wages”
 - MIT publishes the living wage calculator which estimates the cost of living in different state based on typical expenses¹
- Applying a living wage factor to average salaries allows for more even comparison

Notes:

1) Living Wage calculator: <https://livingwage.mit.edu/>

Living Wage technical notes: <https://livingwage.mit.edu/resources/Living-Wage-Users-Guide-Technical-Documentation-2022-05-10.pdf>



After adjusting for cost of living, Vermont has the 24th highest average teacher salary nationally, and the 6th lowest in the Northeast

- After adjusting for cost of living:
 - Vermont has the 24th highest average teacher salary nationally, and
 - the 6th lowest in the Northeast
- This salary comparison does not include benefits

National Ranking of Average Salaries of Public-School Teachers in FY21
(After Adjusting for Cost of Living)

State	National Rank of Avg Salary (after adjusting for cost of living)	Northeast Rank of Avg Salary (after adjusting for cost of living)
Connecticut	5	2
Maine	43	7
Massachusetts	8	4
New Hampshire	20	5
New York	6	3
Rhode Island	4	1
Vermont	24	6

Data Sources: National Education Association (2022) and MIT Living Wage Calculator; Analysis by JFO

NEA data: <https://www.nea.org/sites/default/files/2022-06/2022%20Rankings%20and%20Estimates%20Report.pdf>

Living Wage data: <https://livingwage.mit.edu/>



Questions?

