

Teacher Salary Comparisons and Options

	2004 salary	2007 salary
Stoddard and Young isolated districts average salary (>10 sq mi/enroll)	\$ 26,805	\$ 29,137
	Adjustment	New FY 2007 Adj Salary
		SY Additional 10%
Bordering States Only	\$ (120)	\$ 29,017 \$ 31,919
Bordering States plus Colorado and Utah	\$ 1,356	\$ 30,493 \$ 33,542
Bordering States Plus Colorado, Utah, and Washington	\$ 2,444	\$ 31,581 \$ 34,739
Bordering States Plus Colorado, Utah, Washington, Arizona, and Nevada	\$ 3,250	\$ 32,387 \$ 35,626
Assume this SY isolated adjustment is the new minimum salary for all size groups		

Bordering States Only - SY						
States in Average	2004 Salary	Inflated to 2007	Size Group	Inflated 2007 Salary	Add the Difference from Average	SY as Calculated above
					\$ (120)	
Idaho	40,111	43,601	E6 <41	\$ 24,069	\$ 23,949	\$ 31,919
Wyoming	39,537	42,977	E5 41-150	30,003	29,883	31,919
North Dakota	35,411	38,492	E4 151-400	37,982	37,862	37,862
South Dakota	33,236	36,128	E3 401-850	41,151	41,031	41,031
			E2 851-2500	40,921	40,801	40,801
			E1 >2500	44,254	44,134	44,134
Total	148,295		H5 <75	33,660	33,540	33,540
Average	37,074	40,299	H4 75-200	36,583	36,463	36,463
Montana (rank 45)	37,184	40,419	H3 201-400	38,957	38,837	38,837
Difference		(120)	H2 401-1250	41,515	41,395	41,395
			H1 >1250	46,224	46,104	46,104
			Cost statewide			\$1,851,461

Bordering States plus Colorado and Utah - SY						
States in Average	2004 Salary	Inflated to 2007	Size Group	Inflated 2007 Salary	Add the Difference from Average	SY as Calculated above
					\$ 1,356	
Idaho	40,111	43,601	E6 <41	\$ 24,069	\$ 25,425	\$ 33,542
Wyoming	39,537	42,977	E5 41-150	30,003	31,359	33,542
North Dakota	35,411	38,492	E4 151-400	37,982	39,338	39,338
South Dakota	33,236	36,128	E3 401-850	41,151	42,507	42,507
Colorado	43,318	47,087	E2 851-2500	40,921	42,277	42,277
Utah	38,976	42,367	E1 >2500	44,254	45,610	45,610
Total	230,589		H5 <75	33,660	35,016	35,016
Average	38,432	41,775	H4 75-200	36,583	37,939	37,939
Montana (rank 45)	37,184	40,419	H3 201-400	38,957	40,313	40,313
Difference		1,356	H2 401-1250	41,515	42,871	42,871
			H1 >1250	46,224	47,580	47,580
			Cost statewide			\$16,122,258

Bordering States Plus Colorado, Utah, and Washington - SY

States in Average	2004 Salary	Inflated to 2007	Size Group	Inflated 2007 Salary	Add the Difference from Average	SY as Calculated above
					\$ 2,444	
Idaho	40,111	43,601	E6 <41	\$ 24,069	\$ 26,513	\$ 34,739
Wyoming	39,537	42,977	E5 41-150	30,003	32,447	34,739
North Dakota	35,411	38,492	E4 151-400	37,982	40,426	40,426
South Dakota	33,236	36,128	E3 401-850	41,151	43,595	43,595
Colorado	43,318	47,087	E2 851-2500	40,921	43,365	43,365
Utah	38,976	42,367	E1 >2500	44,254	46,698	46,698
Washington	45,437	49,390	H5 <75	33,660	35,016	35,016
Total	276,026		H4 75-200	36,583	37,939	37,939
Average	39,432	42,863	H3 201-400	38,957	40,313	40,313
Montana (rank 45)	37,184	40,419	H2 401-1250	41,515	42,871	42,871
Difference		2,444	H1 >1250	46,224	47,580	47,580
			Cost statewide			\$22,981,129

Bordering States Plus Colorado, Utah, Washington, Arizona, and Nevada - SY

States in Average	2004 Salary	Inflated to 2007	Size Group	Inflated 2007 Salary	Add the Difference from Average	SY as Calculated above
					\$ 3,250	
Idaho	40,111	43,601	E6 <41	\$ 24,069	\$ 27,319	\$ 35,626
Wyoming	39,537	42,977	E5 41-150	30,003	33,253	35,626
North Dakota	35,411	38,492	E4 151-400	37,982	41,232	41,232
South Dakota	33,236	36,128	E3 401-850	41,151	44,401	44,401
Colorado	43,318	47,087	E2 851-2500	40,921	44,171	44,171
Utah	38,976	42,367	E1 >2500	44,254	47,504	47,504
Washington	45,437	49,390	H5 <75	33,660	36,910	36,910
Arizona	42,324	46,006	H4 75-200	36,583	39,833	39,833
Nevada	43,211	46,970	H3 201-400	38,957	42,207	42,207
Total	361,561		H2 401-1250	41,515	44,765	44,765
Average	40,173	43,669	H1 >1250	46,224	49,474	49,474
Montana (rank 45)	37,184	40,419	Cost statewide			\$34,435,752
Difference		3,250				

Student Teacher Ratio

**Calculated - no impact aid districts,
high schools = minimum 3 FTE, maximum class size 28**

Classroom units:

Calc	5333.5 Elementary	2888.4 High School	8221.9 Total
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All amounts are millions of dollars. Each option is the change to FY04 Actual Inflated expenditures.

	Actual BASE	FY04 Actual Inflated	Voted 1 09/30/2005 (\$4,000 per classroom unit)	Voted 2 09/30/2005 (\$800 per classroom Prof Development)	Voted 3 09/30/2005 (\$6378 per FTE Health Insurance)	Option 1 (Border states avg)	Option 2 (Option 1 + Colorado and Utah avg)	Option 3 (Option 2 + Washington avg)	Option 4 (Option 3 + Arizona and Nevada)
Salaries	\$299.49	\$329.67							
Voted 1-\$4000 salary & benefits increase to all districts per classroom unit			\$28.23						
Option 1-Border States Average - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128)						\$1.59			
Option 2-Border States Average+ - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128, Colorado-\$47,087, Utah-\$42,367)							\$13.84		
Option 3-Border States Average++ - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128, Colorado-\$47,087, Utah-\$42,367, Washington-\$49,390)								\$19.73	
Option 4-Border States Average+++ - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128, Colorado-\$47,087, Utah-\$42,367, Washington-\$49,390, Arizona-\$46,006, Nevada-\$46,970)									\$29.56
Substitutes	\$5.68	\$6.26							
Para-Professionals	\$5.71	\$6.29							
Salary Benefits	\$49.42	\$54.40							
Voted 1-\$4000 salary & benefits increase to all districts per classroom unit			\$4.66						
Option 1-Border States Average - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128)						\$0.26			
Option 2-Border States Average+ - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128, Colorado-\$47,087, Utah-\$42,367)							\$2.28		
Option 3-Border States Average++ - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128, Colorado-\$47,087, Utah-\$42,367, Washington-\$49,390)								\$3.25	
Option 4-Border States Average+++ - Inflated to FY07 \$40,299 (Idaho-\$43,601, Wyoming-\$42,977, North Dakota-\$38,492, South Dakota-\$36,128, Colorado-\$47,087, Utah-\$42,367, Washington-\$49,390, Arizona-\$46,006, Nevada-\$46,970)									\$4.88
Health (FY04 Actual Inflated 20.5%)	\$45.37	\$49.95							
\$6,378 Health Insurance per FTE/classroom unit for all districts					\$5.64				
Professional Development	\$3.74	\$4.12							
Voted 1 - \$800 per classroom unit to all districts				\$2.46					
Totals	\$409.42	\$450.68	\$32.90	\$2.46	\$5.64	\$1.85	\$16.12	\$22.98	\$34.44

* FY 04 Actual Inflated Salary Benefits was set to reflect the 16.5% of salary as calculated throughout because the Actual Salary Benefits were at a level that reduced the new adjustments by \$2 million.