



Strategies for Recruiting and Retaining High-Quality Teachers

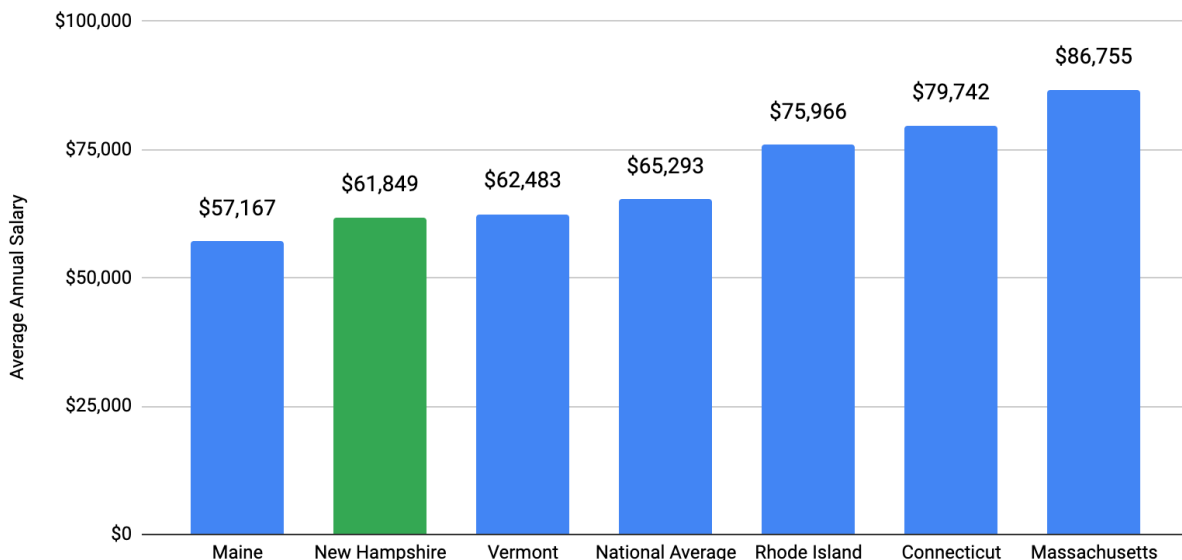
A Comparison of Teacher Compensation in New England

Prepared for the Committee to Study New Hampshire Teacher Shortages and Recruitment Incentives
September 21, 2022

OVERVIEW

- The average teacher salary in New Hampshire in the 2020-2021 school year was **\$61,849**
 - In 2020-2021, New Hampshire ranked 20th in the nation for teacher salary, behind:
 - Massachusetts (2nd): \$86,755
 - Connecticut (5th): \$79,742
 - Rhode Island (8th): \$75,966
 - Vermont (19th): \$62,483
 - Maine ranked 30th in the nation, with an average teacher salary of \$57,167

Average Teacher Salary, New England States (2020-2021)

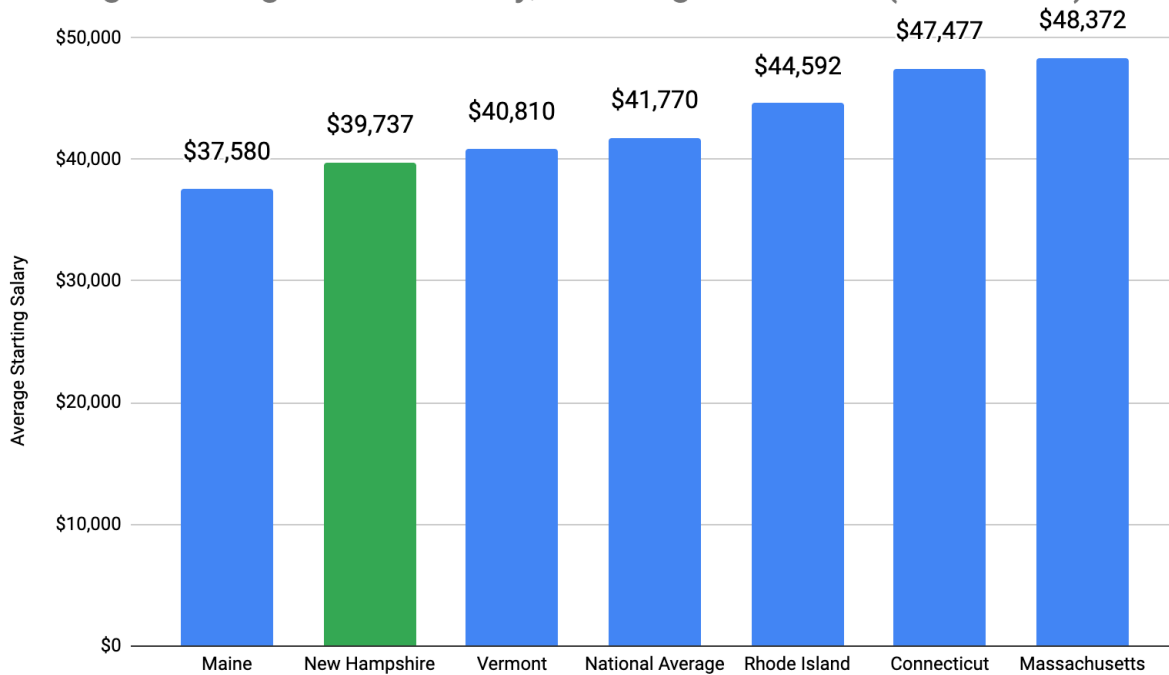


Data from NEA 2020-2021 Teacher Salary Benchmark Report, published April 2022.

- The average starting teacher salary in New Hampshire in the 2020-2021 school year was **\$39,737**
 - NH ranked #30 in the nation

- Massachusetts: 8th, starting salary of \$48,372
- Connecticut: 10th, starting salary of \$47,477
- Rhode Island: 13th, starting salary of \$44,592
- Vermont: 26th, starting salary of \$40,810
- Maine: 43rd, starting salary of \$37,580

Average Starting Teacher Salary, New England States (2020-2021)



Data from NEA 2020-2021 Teacher Salary Benchmark Report, published April 2022.

- Comparing NH Salaries to MA Salaries (2019-2020)

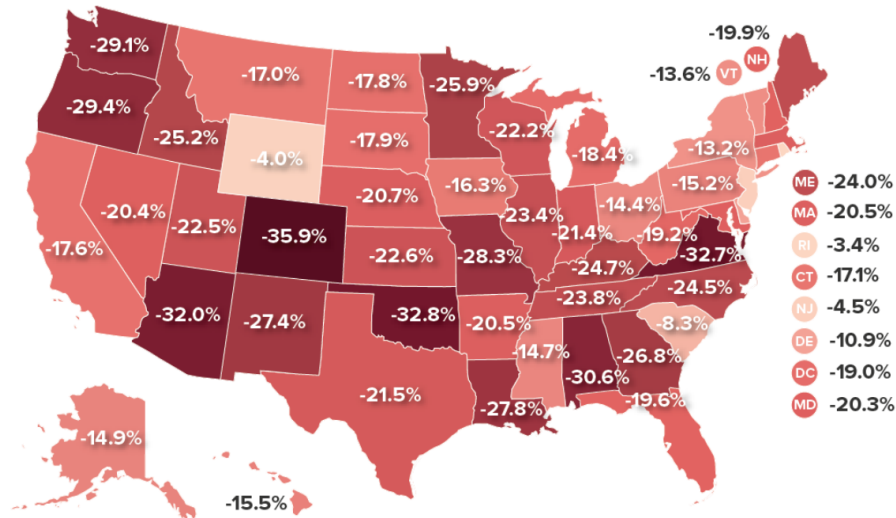
MASSACHUSETTS		NEW HAMPSHIRE	
Groton-Dunstable	\$83,460	Hollis	\$67,491
Dracut	\$72,247	Pelham	\$52,230
Ashburnham-Westminister	\$71,534	Jaffrey-Rindge Cooperative	\$55,589

Sources: MA Department of Education, 2019-2020 Teacher Salaries Report, and NH Department of Education, Average Teacher Salaries, 2019-2020

- Compared to their college-educated, non-teaching peers, New Hampshire teachers make 19.9% less, according to the Economic Policy Institute
 - Even when accounting for benefits, teachers earn an average of 14% less than their non-teaching peers¹

How underpaid are teachers in your state?

Depending on the state, teachers make between 3.4% and 35.9% less than other comparable college-educated workers



Notes: Figure shows state-specific regression-adjusted weekly wage penalties for public school teachers (elementary, middle, and secondary) relative to their college-educated, nonteaching peers. See *Allegretto and Mishel 2019*, Appendix A, for more details on data and methodology.

Source: Author's analysis of pooled 2016–2021 Current Population Survey Outgoing Rotation Group data accessed via the EPI Current Population Survey Extracts, Version 1.0.29 (EPI 2022a), <https://microdata.epi.org>.

Economic Policy Institute

- New Hampshire ranks 50th in WalletHub's "Best States for Teachers" list released in September 2022, ranking last in "Opportunity and Competition" and 9th in "Academic & Work Environment"²
 - "Opportunity and Competition" includes: average starting salary, average salary, income growth potential, pension, school enrollment growth, tenure protections, teacher prep programs
 - "Academic and Work Environment" includes school quality, student-teacher ratio, spending per student, teacher turnover, commute time, working mom-friendliness, prevalence of childhood disadvantage, and teacher evaluation requirements

Recent Legislation to Increase Teacher Pay & School Climate

¹ The teacher pay penalty has hit a new high: Trends in teacher wages and compensation through 2021. *Economic Policy Institute*, August 16, 2022.

² [2022's Best & Worst States for Teachers](#). *WalletHub*, September 19, 2022.

- **Maine** recently passed legislation that increases the **minimum starting salary to \$40,000 across the state** beginning in the 2022-2023 school year, from the previous minimum of \$30,000³
- **Massachusetts** recently passed a landmark school funding model that provides \$2 billion in state funding for public schools. The **Student Opportunity Act (2019)** nearly doubles the state funding for low-income students, increases funding for special education and English Language Learners, to close the opportunity gaps, and recognizes the role of poverty in learning
 - Funding will help to restore teaching jobs, shrink class sizes, and increase teacher training and after-school tutoring⁴
- **Vermont** passed a bill in 2022 that targets funding to districts with the highest need, including to districts with more students navigating poverty and higher concentrations of students receiving English Language Learner services⁵

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³ [\\$40K minimum salary: A big win for Maine teachers, and the profession](#). *National Educators Association*, December 19, 2019.

⁴ [Low-income school districts are receiving 'game changer' Student Opportunity Act funding. Will achievement gaps finally shrink?](#). *The Boston Globe*, July 17, 2021.

⁵ [Vermont per-pupil spending reform bill signed into law](#), WCAX, May 24, 2022.