

## Why is Moultonborough's average teacher salary higher than the state average?

According to the State's website, the average teacher salary in the state for the 2010-11 school year was \$52,706, while the average Moultonborough salary was \$58,345. At first glance, it might look like our teachers are paid more than the rest of the state. But is that really true? Remember that we're talking averages, and there are two variables that can cause big differences when comparing **average salaries**:

--the actual *salary schedule* used by a district, and

--where a district's *teacher population* falls on that salary scale

**Salary schedules:** With very few exceptions, teachers in NH are paid based on what degrees they hold, and how many years of teaching experience they have. Each district constructs a salary scale with columns representing educational attainment and rows representing years of experience. Moultonborough's scale is typical, with 5 columns or 'tracks' representing degrees and/or college credits earned, and rows or 'steps' representing the number of years of experience teaching.

Of course, the actual salary paid for a given track and step is different in different districts – like private sector salaries, teacher salary scales reflect the local economy. A beginning teacher holding a master's degree could expect the following pay:

<i>Town</i>	<i>Salary</i>
Bedford	\$38,411
Candia	\$35,600
Errol	\$29,018
Exeter	\$44,593
Hanover	\$45,517
Moultonborough	\$36,755

As you can see, the **average teacher salary changes depending on where you live in the state.**

**Teacher Population:** Another factor to consider when comparing average salaries is where the teachers in a given district fall on the salary scale. Pay increases as a teacher takes more college courses and earns more advanced degrees. Look at what happens to the district's **average salary** if teachers hold more advanced degrees:

Bachelors, Step 1	\$34,333	Master's, Step 1	\$36,733
Bachelors, Step 1	\$34,333	Master's, Step 1	\$36,733
Bachelors +15 credits, Step 1	\$35,533	Master's +30 credits, Step 1	\$39,011
Average Salary	<b>\$34,733</b>	Average Salary	<b>\$37,492</b>

Since the majority of Moultonborough's teachers hold a degree beyond a bachelor's, **we would expect the average salary to be higher.**

Adding years of experience to the mix makes the difference in **average salary** even greater:

Master's, Step 1	\$36,733	Master's, Step 25	\$60,723
Master's, Step 1	\$36,733	Master's, Step 25	\$60,723
Master's+ 30 credits, Step 1	\$39,011	Master's +30, Step 25	\$65,951
Average Salary	<b>\$37,492</b>	Average Salary	<b>\$62,465</b>

Since 67% of Moultonborough's teachers have more than 16 years of experience, **we would expect the average salary to be higher.**

**Please remember that when comparing average salary, one also needs to take into account the differences in pay scales between districts as well as where a district's teacher population falls on that salary scale. The average salary for a given district can be considerably skewed by a larger population of more experienced teachers.**

*all salary figures in this document are for the 2010-11 school year, the most recent year on the NH Department of Education website.*