# Benchmarking Analysis
# Teacher Salaries
# October 2022

Hanover Research

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# Research Questions

What are the teacher salaries of peer districts in the state, through the career lifespan?

How does the Dover salary structure compare to state and regional salary structures?

What changes should Dover consider making to its own teacher compensation plans, based on trends drawn from state, regional, and national salary trends?

# Peer Districts

To determine peer districts to Dover, Hanover used its Peer Generator Tool, which cites information from the National Center for Educational Statistics to accurately compare districts and determine similarities across data points.

# Peer Generator Tool

Lists approximate student enrollment numbers as of 2021-2022.

Demographic information – such as percentage of students who are English Learners, who are Special Education students, who are students of color, who live in poverty and the median household income for the district.

# PEER DISTRICTS

Concord, Contoocook Valley, Goffstown, Hookset, Merrimack Valley, Milford, Portsmouth, Rochester, Somersworth, and Timberlane Regional

| LEA ID | District Name | City | State | Similarity Rank | Enrollment | % Students of Color | % EL | % SPED | % Children in Poverty | Median Household Income |
|---|---|---|---|---|---|---|---|---|---|---|
| 3302640 | Dover School District | Dover | NH | ★ | 3,846 | 18.9% | 2.6% | 19.3% | 6.0% | $74,833 |
| 3305940 | Rochester School District | Rochester | NH | 1 | 4,098 | 12.2% | 1.5% | 18.7% | 8.7% | $66,831 |
| 3304830 | Milford School District | Milford | NH | 2 | 2,155 | 11.9% | 1.0% | 17.2% | 5.9% | $74,285 |
| 3304760 | Merrimack Valley School District | Penacook | NH | 3 | 2,224 | 7.5% | 1.1% | 21.2% | 6.7% | $74,671 |
| 3302460 | Concord School District | Concord | NH | 4 | 4,093 | 20.4% | 6.2% | 16.5% | 8.4% | $71,318 |
| 3305820 | Portsmouth School District | Portsmouth | NH | 5 | 2,531 | 20.3% | 2.8% | 14.5% | 5.5% | $78,712 |
| 3306720 | Timberlane Regional School District | Plaistow | NH | 6 | 3,278 | 9.9% | 0.6% | 21.2% | 3.4% | $94,219 |
| 3302480 | Contoocook Valley School District | Peterborough | NH | 7 | 2,025 | 5.0% | 0.3% | 16.7% | 7.5% | $83,259 |
| 3306240 | Somersworth School District | Somersworth | NH | 8 | 1,356 | 23.6% | 5.3% | 21.1% | 8.7% | $67,209 |
| 3303240 | Goffstown School District | Goffstown | NH | 9 | 2,767 | 10.6% | 1.2% | 15.7% | 6.4% | $93,017 |
| 3303870 | Hooksett School District | Hooksett | NH | 10 | 1,226 | 11.3% | 2.9% | 22.2% | 4.6% | $81,937 |

Source: Hanover Research Peer Generator

Note: See full methodology and list of sources in the Hanover Digital Portal.

# Methodology

Hanover then examined 2021-2022 salary reports from the New Hampshire Education Department to compare Dover to state-level peer district's salary through career lifespan and by educational attainment.

# Methodology

To assess trends in areas across and outside of New Hampshire, Hanover analyzed annual wages for teacher occupations reported to the Bureau of Labor Statistics, Occupation Employment Statistics through a proprietary system, JobsEQ.

JobsEQ reports entry- and experienced-level wages for educational professions across the United States.

The New England region includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

# Key Findings

Compared to peer school districts in the state, Dover is above average for maximum teacher salaries, but below average in terms of minimum teacher salaries.

# Key Findings

Dover is above most its peers with regards to the average increase – in dollars – between steps.

In Dover, the average monetary increase between steps across all levels of educational attainment is $1,977.93 higher than peer average of $1,600.29.

| Peer District | Average | Dover $ Increase Between Steps | Difference: $ between Steps |
| --- | --- | --- | --- |
| Concord | $2,605.96 | $1,977.93 | ($628.02) |
| Contoocook Valley | $1,088.89 | $1,977.93 | $889.04 |
| Goffstown | $1,549.90 | $1,977.93 | $428.03 |
| Hooksett | $1,675.61 | $1,977.93 | $302.32 |
| Merrimack Valley | $1,135.25 | $1,977.93 | $842.68 |
| Milford | $2,208.67 | $1,977.93 | ($230.74) |
| Portsmouth | $2,151.49 | $1,977.93 | ($173.56) |
| Rochester | $1,335.73 | $1,977.93 | $642.21 |
| Somersworth | $1,146.85 | $1,977.93 | $831.09 |
| Timberlane Regional | $1,544.78 | $1,977.93 | $433.15 |
| Average | $1,600.29 | $1,977.93 | $377.64 |

# Key Findings

Compared to its peer districts, Dover exhibits more steps in its teacher schedule than the peer districts.

In Concord and Hooksett, the number of steps in the teacher schedule changes depending on level of educational attainment.

In most of the peer districts, the number of steps remains the same across level of educational attainment.

| District Name | Average | Dover # of Steps | Difference: # of Steps |
|---|---|---|---|
| Concord | 13.7 | 17.0 | 3.3 |
| Contoocook Valley | 18.0 | 17.0 | -1.0 |
| Goffstown | 18.0 | 17.0 | -1.0 |
| Hooksett | 19.0 | 17.0 | -2.0 |
| Merrimack Valley | 10.0 | 17.0 | 7.0 |
| Milford | 15.0 | 17.0 | 2.0 |
| Portsmouth | 16.0 | 17.0 | 1.0 |
| Rochester | 19.0 | 17.0 | -2.0 |
| Somersworth | 13.0 | 17.0 | 4.0 |
| Timberlane Regional | 15.0 | 17.0 | 2.0 |
| Average | 15.7 | 17.0 | 1.3 |

# Key Findings

When comparing state and regional data, Dover is below the state and regional average for entry level, annual wages for all teachers.

## Entry Level Dover School District Teachers

- Receive an average $1,300 less than teachers across New Hampshire.
- Receive $5,600 lower compared to teachers in the New England Region.
- Receive the same amount in wages when compared to the national average.

# Key Findings

When comparing state and regional data, Dover is below the state and regional average for entry level, annual wages for all teachers.

- Average, of all educational attainment: $1,911.67
- MA30: $2,430.10
- MA15: $1,920.75
- MA: $2,374.00
- BA30: $1,533.86
- BA15: $1,477.44
- BA: $1,565.10

# Key Findings

**Dover is below the state, regional, and national average for experienced-level annual wages of teachers.**

**Experienced Level Dover School District Teachers**

- Receive fewer average annual wages when compared to entire state of New Hampshire - $4600 difference in salary at the state level.
- New England Region - $12,800 difference.

# Key Findings

**Dover is above its peer average for maximum teacher salaries across all educational attainment.**

- Average, all educational attainment: $6,426.13
- MA30: $5,252.60
- MA15: $6,693.35
- MA: $5,510.70
- BA30: $7,277.57
- BA15: $7,543.89
- BA: $6,757.60

## Difference between Average Annual Wages by State, Region, Nation (2021)

| Difference Between Dover City, NH and... | Mean | Entry Level | Experienced |
|---|---|---|---|
| New Hampshire | -$3,400 | -$1,300 | -$4,600 |
| New England | -$10,400 | -$5,600 | -$12,800 |
| USA | -$2,700 | $0 | -$4,100 |

| Variable | Peer Average | Dover | Difference between Dover and Peer Average |
|---|---|---|---|
| Number of Steps | 15.7 | 17.0 | 1.3 |
| $ Between Steps | $1,600.29 | $1,977.93 | $377.64 |
| Minimum Salary | $44,496.67 | $42,585.00 | -$1,911.67 |

# Key Findings

When calculating teacher salaries and methods for raising wages, leaders must look at the entire compensation package.

The following is noted:

- Compensation package includes health benefits, retirement contributions, and other factors that impact teacher take-home-pay.
- Competitive compensation package assist districts with quality teacher recruitment and retention.
- Competing pressures on state budgets, falling enrollments in New Hampshire, and other factors may complicate Dover's budgetary decision-making.

# Key Findings

A competitive compensation package assist districts with quality teacher recruitment and retention.

A study published by Educators for Excellence in 2018, for example revealed teachers are concerned about their economic security and cite financial incentives, such as sign-on bonuses and higher salaries, as some of the best ways to attract people to the profession.

| | |
|---|---|
| Financial incentives for serving in hard-to-staff schools. | 48% |
| Financial incentives for serving in hard-to-staff subject areas. | 46% |
| Make it easier to leave and return to teaching without losing benefits. | 36% |
| Leadership pathways to increase impact & salary. | 34% |
| Streamlined certification. | 33% |
| Pathways for paraprofessionals to become teachers. | 28% |
| Residency programs with hands-on experience. | 27% |
| Substantially higher starting salaries in exchange for smaller pensions. | 19% |
| Alternative certification pathways. | 18% |
| Actively recruit from other professions. | 17% |
| Raise entry bar to teaching (SAT, GPA, etc.) | 15% |