

KCSD Leads Districts in Teacher Compensation 2017

Each year many districts participate in a survey which calculates base contract salaries plus benefits. This year there were 34 out of 41 districts who participated in the teacher compensation survey. Salaries are pulled from 1st year teacher step, teachers with 10, 20 and 30 years of experience, then the health and dental insurance is added in. This is how Kane School District ranks:

- 1st place in compensation for 1st year teachers
- 14th place for those with 30 years of experience
- 6th place in the number of employee contract days
- 2nd in the survey for overall average teacher compensation

As new teachers graduate college and enter the teaching profession, they begin to research compensation and benefit packages offered by school districts. Kane School District offers 1st year teachers a base salary of \$41,798, \$9,112 in retirement, \$3,198 FICA, \$20,664 health insurance, and \$1,142.40 in dental insurance for a total package of \$75,914. Often, the districts with the highest compensation packages have the ability to attract and retain the most qualified and brightest teachers in the field. School districts compete against each other for teachers, and neighboring states also actively recruit teachers to their area. Teacher shortages continue across the United States, and Utah is no exception, with over fifty-six percent of teachers who began in the teaching profession in 2007-2008 were no longer a classroom teacher in 2014-2015, according to a recent study conducted by the Utah State Office of Education (<http://schools.utah.gov/main/INFORMATION/Online-Newsroom/DOCS/2017/February1.aspx>) As a district we will continue to offer competitive salaries and benefits packages to the employees, which in turn allows students to receive a high quality public education from certified teachers. We would like to thank all of the employees in Kane County School District for everything they do each day to facilitate the educational process. We are all very fortunate to live and work in this beautiful area where we truly value our educators.

Ben Dalton
Superintendent
Kane School District