

MONTANA TEACHER COMPENSATION: MASS 4 Rivers Region

4 Rivers Region Educator Salaries

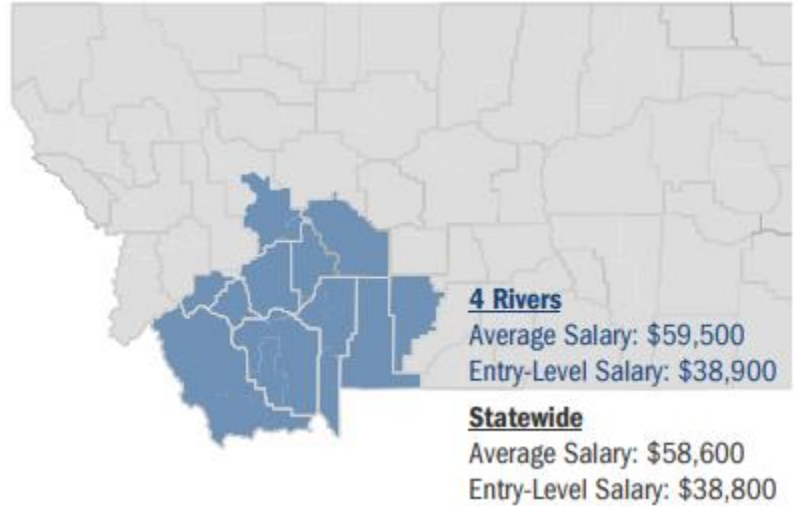
\$59,500 average teacher salary in the 4 Rivers region.

\$38,900 entry-level salary for teachers in the 4 Rivers region.

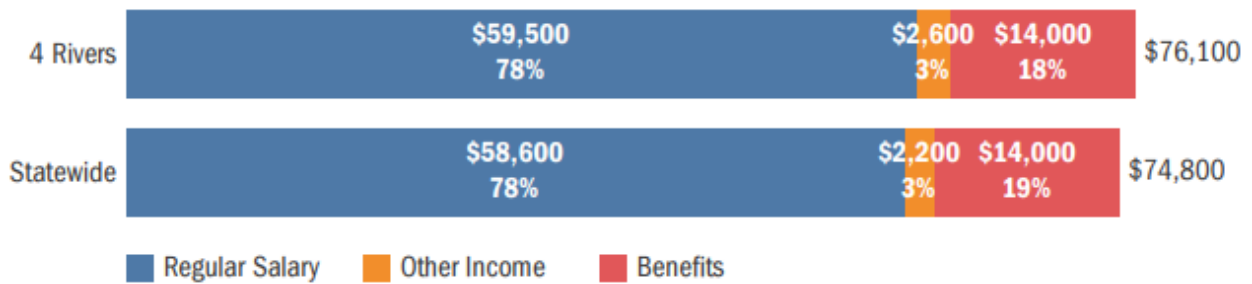
-1.9% annual average real wage growth for 4 Rivers teachers over the last five years, **similar to** the statewide average.

29% of teachers in the region hold a second job outside of the public school system, **greater than** the statewide average.

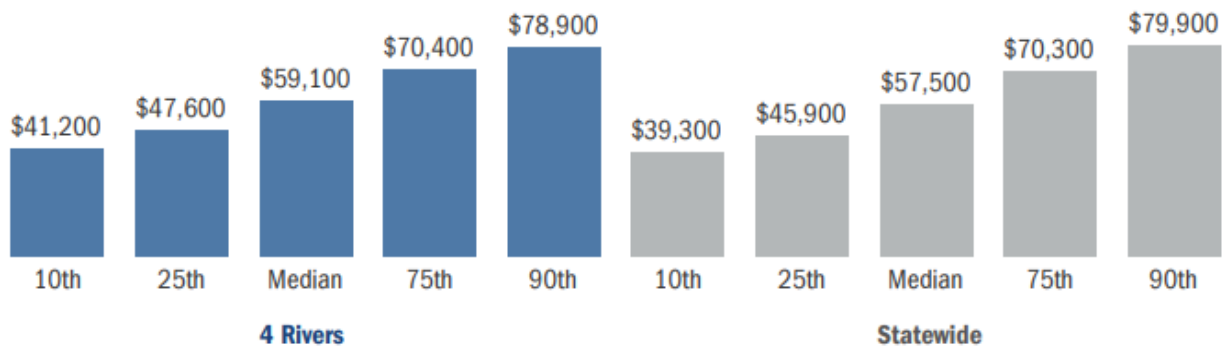
Average Teacher Salary by Region



Teacher Compensation by Source



Salary Distribution for Montana's Teachers



4 Rivers Educator Characteristics

63% of teachers work in class AA schools – **greater than** the statewide average.

39% of teachers hold a master's degree, **greater than** the statewide average.

28% of teachers have at least twenty years of experience – **similar to** the statewide average.



Montana Department of
LABOR & INDUSTRY
Governor Greg Gianforte
Commissioner Sarah Swanson

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Salary Distribution for Public School Teachers in the 4 Rivers Region

Class	School System Name	Teachers	Salary (\$)		
			Lowest 10%	Average Salary	Highest 10%
AA	Anderson Elementary	11	ND	ND	ND
	Belgrade Public Schools	198	38,700	54,000	74,600
	Bozeman Public Schools	384	47,600	64,700	81,600
	Butte Public Schools	220	44,100	66,800	79,700
	Cottonwood Elementary	<5	ND	ND	ND
	Gallatin Gateway Elem	7	37,400	48,200	61,300
	Helena Public Schools	423	ND	ND	ND
	LaMotte Elementary	<5	35,200	43,400	58,600
	Monforton Elementary	37	45,200	56,600	72,300
	Ramsay Elementary	9	33,700	42,200	60,900
	Springhill Elementary	<5	43,000	43,000	43,000
Trinity Elementary	<5	43,500	44,500	45,500	
A	Arrowhead Schools	<5	30,300	36,700	43,800
	Beaverhead Co High School	22	55,600	67,100	76,900
	Dillon Elementary	41	45,100	62,100	ND
	East Helena Public Schools	103	44,200	54,900	77,400
	Livingston Public Schools	72	41,600	53,900	72,400
	Reichle Elementary	<5	40,200	40,200	40,200
	Wisdom Elementary	<5	32,400	32,400	32,400
B	Amsterdam Elementary	8	37,100	48,500	63,200
	Anaconda Public Schools	66	38,400	56,400	ND
	Basin Elementary	<5	44,800	44,800	44,800
	Big Sky K-12 Schools	25	43,300	57,100	78,000
	Big Timber Elementary	22	ND	ND	ND
	Boulder Elementary	13	ND	56,400	79,100
	Cardwell Elementary	<5	ND	29,800	45,800
	Clancy Elementary	17	ND	ND	ND
	Ennis K-12 Schools	26	36,800	51,600	65,700
	Jefferson High School	18	39,600	53,800	70,200
	Manhattan Public Schools	50	38,400	53,600	65,900
	Melville Elementary	<5	ND	52,500	57,000
	Montana City Elementary	26	40,100	55,600	72,700
	Pass Creek Elementary	<5	42,000	42,000	42,000
	Sweet Grass County HS	15	39,500	53,900	76,100
	Three Forks Public Schls	44	40,300	53,400	70,800
	Townsend K-12 Schools	43	36,200	52,700	64,800
Whitehall Public Schools	25	36,200	47,800	60,900	
C	Alder-Upper Ruby Elem	<5	ND	ND	ND
	Gardiner Public Schools	13	ND	ND	ND
	Harrison K-12 Schools	10	ND	ND	ND
	Lima K-12 Schools	7	38,500	49,500	67,300
	Sheridan Public Schools	16	31,400	48,500	65,900
	Shields Valley Pub Schls	15	ND	45,500	61,100
	Twin Bridges K-12 Schools	14	38,500	51,200	67,300
	West Yellowstone K-12 Schls	18	36,300	53,400	80,800
	White Sul Spgs Pub Schls	14	ND	ND	ND
	Willow Creek Public Schls	8	30,500	35,700	44,100

Source: OPI GEMS 2022-23. Summarized by MTDLI. Elementary district MHSA classification determined by corresponding high school. ND = non-disclosable due to data inconsistencies. Teachers = Number of full-time general education teachers.