

MONTANA TEACHER COMPENSATION: MASS Hi Line Region

Hi Line Region Educator Salaries

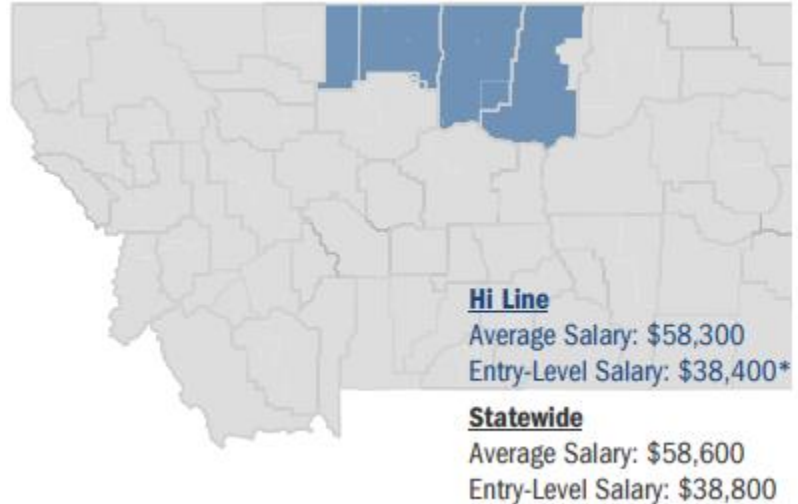
\$58,300 average teacher salary in the Hi Line Region.

\$38,400* entry-level salary for teachers in the Hi Line region.

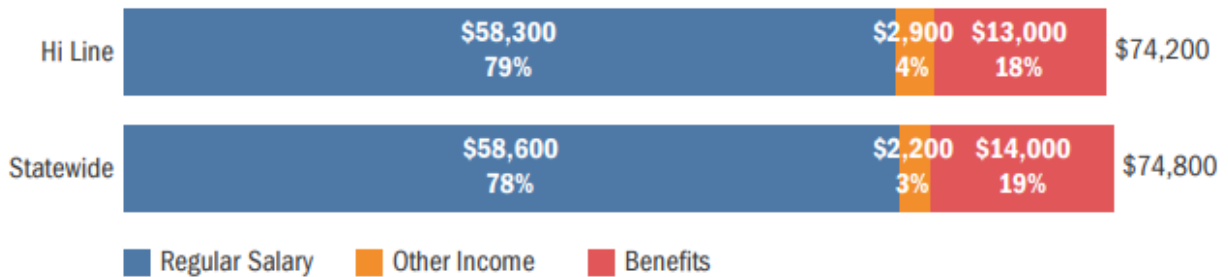
0.8% annual average real wage growth for Hi Line teachers over the last five years, **greater than** the statewide average.

22% of teachers in the region hold a second job outside of the public school system, **less than** the statewide average.

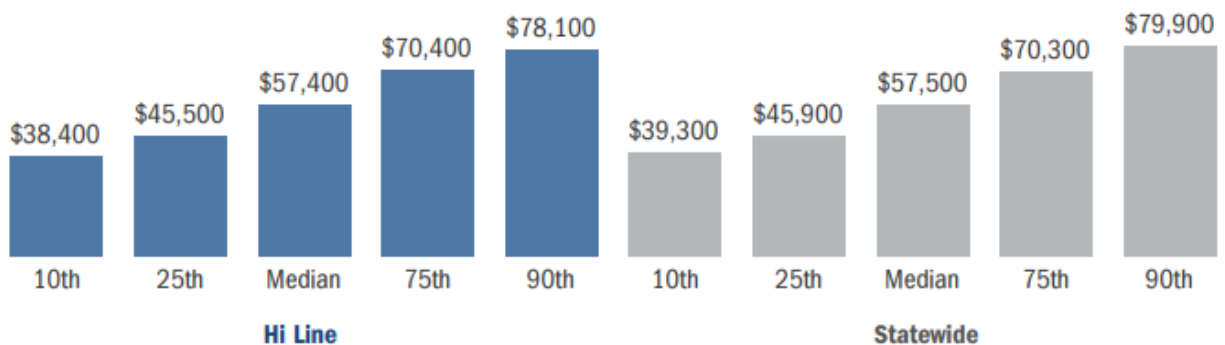
Average Teacher Salary by Region



Teacher Compensation by Source



Salary Distribution for Montana's Teachers



Hi Line Region Educator Characteristics

42% and 29% of teachers work in class B and C schools – **greater than** the statewide average.

28% of teachers hold a master's degree, **less 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

*10th percentile salary used as proxy for entry-level in this region due to limited data.

Salary Distribution for Public School Teachers in the Hi Line Region

Class	School System Name	Teachers	Salary (\$)		
			Lowest 10%	Average Salary	Highest 10%
A	Cottonwood Elementary	<5	32,200	32,200	32,200
	Davey Elementary	<5	32,700	32,700	32,700
	Havre Public Schools	93	41,500	57,700	74,500
B	Chinook Public Schools	25	ND	ND	ND
	Harlem Public Schools	45	45,000	64,900	77,300
	Malta K-12 Schools	31	37,200	48,800	ND
	Rocky Boy Public Schools	38	ND	68,100	94,800
	Zurich Elementary	<5	ND	39,700	40,600
C	Box Elder Public Schools	31	37,200	52,700	70,200
	Chester-Joplin-Inverness PS	17	ND	42,400	51,200
	Dodson K-12	<5	ND	54,800	ND
	Gildford Colony Elem	<5	36,800	43,000	49,100
	Hays-Lodge Pole K-12 Schls	14	29,700	59,200	79,200
	Liberty Elementary	<5	46,200	46,200	46,200
	North Star Public Schools	15	32,400	42,600	52,900
	Turner Public Schools	7	25,600	39,900	53,800
	Whitewater K-12 Schools	<5	28,800	37,100	43,200

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.