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# Utah State Board of Education

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Average Teacher Salary  
Teacher and Student Success Act Program  
Senate Bill 149 – 2019 General Session  
Jaime Barrett, Minimum School Program Administrator  
John Palmer, Audit and Finance Specialist  
April 5, 2019

Staff in Financial Operations has prepared three different options for the members of the Utah State Board of Education’s Finance Committee to review and provide a recommendation to satisfy the requirement of Senate Bill 149 Teacher and Student Success Act. The State Board is required to calculate an average teacher salary amount by LEA and for the state. If LEAs average teacher salary amount is below the state’s average, then LEAs can use up to 40% of their Teacher and Student Success Act allocation to increase base salary and salary driven benefits for school personnel.

**Methodology:**

**Data Sources:**

Teacher Salary: Utah Public Education Financial System (UPEFS) Object Code 131 (Teacher Salaries)  
FTE: Educator by Assignment Table in CACTUS

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**Options:**

Option 1: Average of LEA Averages - \$48,121.14  
LEAs below this average are highlighted in green on the attached spreadsheet.

Option 2: Average (Sum Salary / Sum FTE) - \$56,387.23  
LEAs below this average are highlighted in yellow and include the LEAs highlighted in green on the attached spreadsheet.

Option 3: Weighted FTE by Salary - \$57,237.19  
LEAs below this average are highlighted in blue and include the LEAs highlighted in yellow and green on the attached spreadsheet.

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\*\* To determine average teacher salary for LEAs in their first or second year of operation, the statewide average teacher salary will be used.