



SREB Webinar Series: Rethinking  
Teacher Workforce Solutions

# **Part III: Better Teacher Supports and Compensation**

January 27, 2021

SREB



# SREB Teacher Workforce Policy Team



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# Panelist: Dr. Cory Murphy



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# Panelist: Dr. Robyn Miller



Chief Deputy Superintendent of Public Instruction,  
Oklahoma State Department of Education

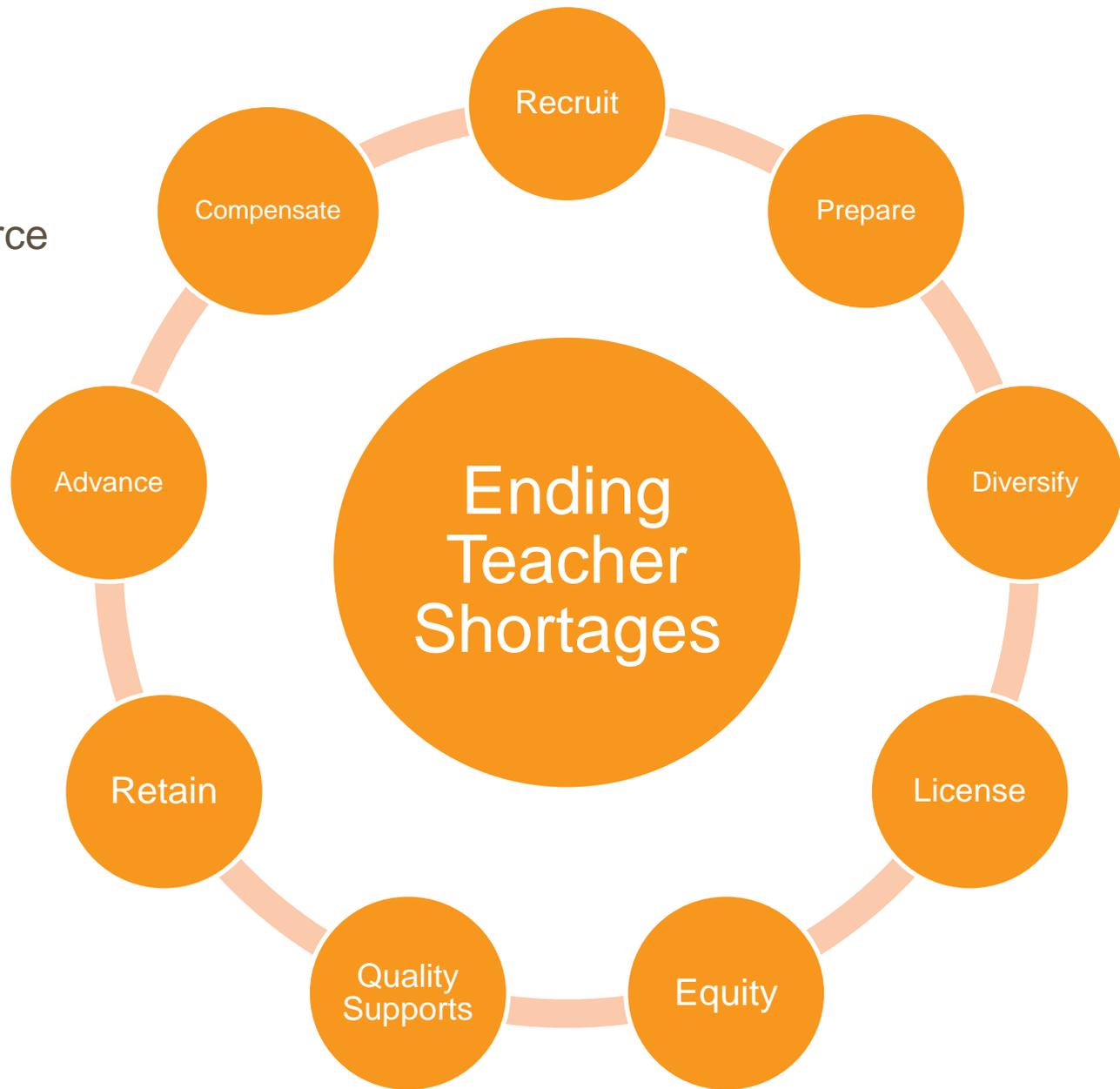
# Panelist: Representative Terri Collins



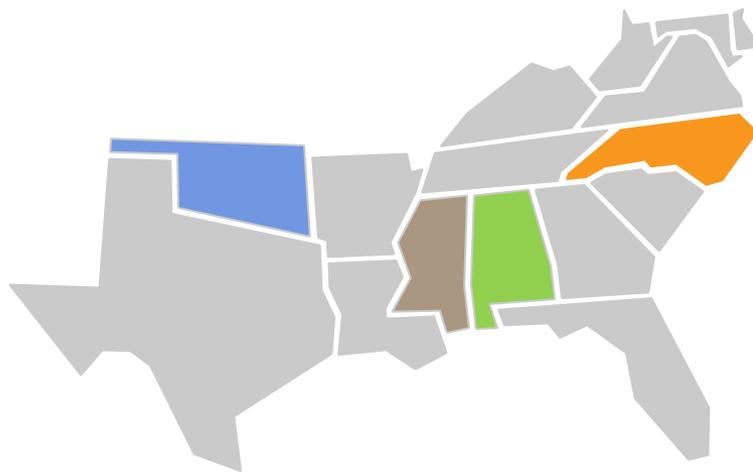
Alabama House of Representatives, 8th District

SREB Teacher Workforce  
Policy Focus

# Improving the Teacher Pipeline through Holistic Systems Change



# Participating States



**North Carolina, 2018-2021**  
**Alabama, 2019-2020**  
**Oklahoma, 2019-2020**  
**Mississippi, 2020-2021**

“Why are teachers leaving at such alarming rates?”

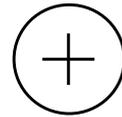
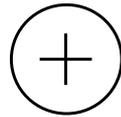
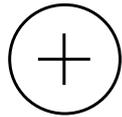
“How do we creatively recruit and retain new teachers?”

“What is the data telling us about preparation, turnover, and shortages?”

“How can we better train our teachers?”

“What are the policy barriers to having enough quality teachers?”

# Exploring Holistic Solutions



**Re-envision**

**Redesign**

**Reinforce**

**Revise**

Pathways into  
Teaching

Teacher  
Licensure

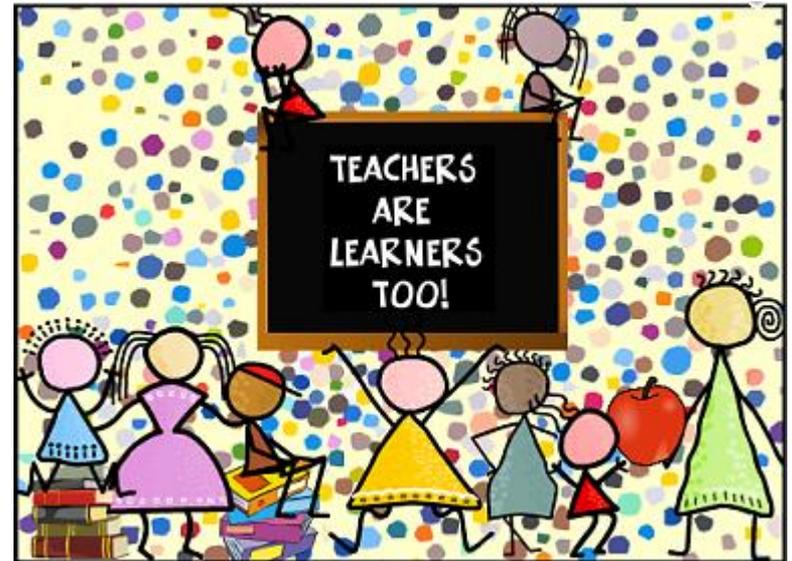
Teacher  
Support

Teacher  
Compensation and  
Salary Schedules

# Teaching in Decline



# Mentorship!





# Mississippi Education Human Capital Task Force

- Current Work in Mississippi – Supports and Compensation
- Incorporate Mentorship into Licensure
- Early Discussion of Remodeling Salary Schedules



MISSISSIPPI  
DEPARTMENT OF  
EDUCATION

Ensuring a bright *future* for every child

# Oklahoma Educator Supply and Demand Network Recommendations

## Network Members:

- ~ School District Leaders
- ~ Regional Educator Preparation Program Representatives



OKLAHOMA  
Education

# Oklahoma Educator Supply and Demand Network Recommendations

## **Purpose:**

Establish regional network supporting seamless transition from clinical practice to first year teaching



**OKLAHOMA**  
Education

# Oklahoma Educator Supply and Demand Network Recommendations

## Challenges:

1. Barriers to paid student teaching internship
2. Minimal statewide support for new teachers



# Oklahoma Educator Supply and Demand Network Recommendations



## Outcomes:

- ~ Equitable Funding Mechanism
- ~ Mentoring Initiative



# Alabama Teacher Quantity and Quality Roundtable: Goals

- ❖ Raise Esteem of the Teaching Profession
- ❖ Improve Working Conditions
- ❖ Increase Career Pathways
- ❖ Increase Diversity
- ❖ Simplify Certification Process
- ❖ Improve Data Collection and Use

# Alabama's Teacher Pathways, Support and Advancement Pilot: Wins for Alabama

- ✓ Increases student achievement
- ✓ Strengthens student learning
- ✓ Yields an outstanding, diverse teacher pipeline
- ✓ Creates a collective team instructional leadership approach
- ✓ Retains excellent teachers and extends their reach to more students
- ✓ Makes advanced role financial support feasible and sustainable
- ✓ Provides more intensive support for early-career and struggling teachers
- ✓ Promotes faster growth in teacher candidates
- ✓ Makes residencies sustainable and scalable
- ✓ Makes residency financial support feasible

Representative Terri Collins, Alabama

# Alabama Pilot: Create a Teacher Career Continuum

- Year-long, stipend-paid teacher residency with career supports
- Provide diversity, increase retention, and instruction and student achievement through mentorship
- Master & Lead Teachers spread effectiveness to reach more teachers and students
- New Professional Development of Micro-Credentials

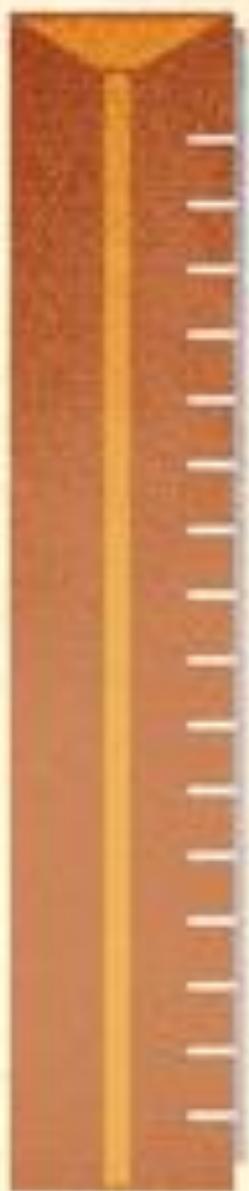
# Alabama's Vision for Advanced Teaching Roles

- 22 states have created Teacher Leader Licenses and Endorsements
- To test the pathways, early-career supports and advanced roles, districts will need to review and revise budget allocations, class scheduling policies, planning time, class sizes, rostering policies and teacher recruitment and selection policies and processes.
- An external leader in collective leadership models, with the backing of ALSDE, will be able to provide in-depth support to districts to accomplish these changes in a purposeful and strategic manner.

# Alabama Pilot: Design Sustainable Funding

- Use Current Funding in a New Way
- Use External Expert to Guide Pilots
- Possibly Use Additional Funding for Bonuses
- Cost: Years 1 & 2 = approx. \$1 million/year  
Year 3 = <\$1 million as state increases role

- \$9,000-\$14,000: Lead Teacher for Year 2 and Year 3
- \$3,000-\$7,000: Master Teacher for Year 2 and Year 3
- \$23,000-\$25,000 plus benefits per Teacher Resident for Year 2 and Year 3



# How to Use the Dashboard

- 1) Select one of the four categories below
- 2) Hover your mouse over different states for a quick summary
- 3) Click on a state for more detailed information



## Teacher Salaries

In this section you will find:



### How to Use the Dashboard



Health

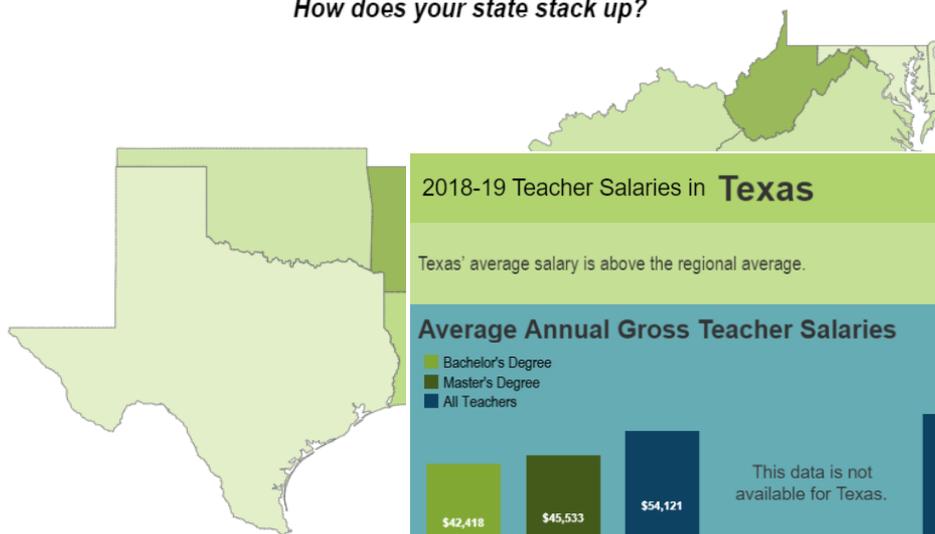
Retire

Take-Home

## Teacher Salaries, 2018-2019

Teachers are paid 20.7% lower in the South than other similarly educated professionals in the region.

How does your state stack up?



### 2018-19 Teacher Salaries in Texas



Health

Retire

Take-Home

Texas' average salary is above the regional average.

Cost of Living Index **96.8%**

### Average Annual Gross Teacher Salaries

- Bachelor's Degree
- Master's Degree
- All Teachers



In Texas teachers make **21.9%** less per week than their similarly educated peers in other fields.

	Cost of Living Index	Teacher Wage P
Regional Average	98.1%	-20.7%
National Average	100%	-19.2%

### State Minimum Salary Schedule

- Bachelor's Degree
- Master's Degree

Texas does not have separate salary schedules for bachelor's and master's degrees.



In Texas, it will take a teacher 20 years to reach the top of the minimum salary schedule, which does not reach \$50,000.

# SREB Teacher Compensation Data Dashboard

Research Takeaways:

# Teacher Salaries



1980 > 2019



National > SREB region



Teacher wage gap



Government assistance benefits

Research Takeaways:

# Teacher Health Benefits



High



Two-Tier

2019-20 Teacher Health Benefits in **Alabama**

Salary Retire Take-Home

[Click Here for Full Health Benefits Information](#)

Number of State Health Benefit Options **2** → 1 PPO Plans 1 HMO Plans 0 HDHP Plans

### PPO Plans Summary

Premium Range	In-Network Deductible Range	Out-of-Pocket Maximum Range
Individual <b>\$30</b>	<b>\$300-\$900</b>	<b>\$8,150-\$16,300</b>
Family <b>\$282</b>		

### HMO + HDHP Plans Summary

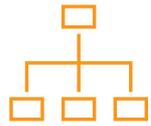
Premium Range	In-Network Deductible Range	Out-of-Pocket Maximum Range
Individual <b>\$30</b>	<b>\$500-\$1,500</b>	<b>\$7,350-\$14,700</b>
Family <b>\$282</b>		

Flexible Benefits Vision ✓ Dental ✓ Life ✗ Medical + Prescription Deductible Combined ✓

\*This represents state-level benefits, some states have additional plans and flexible benefits available locally.

## Research Takeaways:

# Teacher Retirement Benefits



D

### 2018-19 Teacher Retirement in **Oklahoma**



Salary

Health

Take-Home

[← Return to Retirement Map](#)

## Tier III Defined Benefit (Pension) Plan

Tier III is available to Oklahoma teachers hired after November 1, 2011.

**Defined Pension Benefit Formula or Defined Contribution Investment**

2% X Avg. Salary of Highest 5 Consecutive Years X Years of Service

D

p



## Pension Contribution vs Pension Benefit

The number of years it will take a teacher in each plan to earn a pension worth more than their own contributions plus interest and the percent of teachers in the state who will not exceed this point. This analysis does not apply to defined contribution or hybrid plans.

D

**30** Years to Break Even  
(Regional Average is 24 years)

**74%** Percent of Teachers Who Won't Break Even  
(Regional average is 74%)

L



Social Security



Vesting Period in Years **7**

Full Retirement Status

At age 65 or when age and years of service equal 90 at age 60

Employee Contribution **7%**

Employer Contribution **18.280%**

Employer Normal Cost Rate **3.31%**

Research Takeaways:

# Teacher Take-Home Pay



Net salary shock



Deductions



\*Hover to see assumptions

### Typical 1st Year Teacher

Gross Annual Salary

**\$37,932**

\$3,161.00	Monthly Gross Pay
— \$94.83	Retirement Contribution
— \$15.00	Health Premium
— \$269.97	Federal Tax
— \$189.17	FICA
— \$44.24	Medicare
— \$0.00	State Tax
<hr/>	
= \$2,547.79	Monthly Net Pay

Net Annual Salary

**\$30,573**

\*Hover to see assumptions

### Typical 15th Year Teacher

Gross Annual Salary

**\$48,314**

\$4,026.17	Monthly Gross Pay
— \$120.78	Retirement Contribution
— \$180.00	Health Premium
— \$254.71	Federal Tax
— \$230.97	FICA
— \$54.02	Medicare
— \$0.00	State Tax
<hr/>	
= \$3,185.68	Monthly Net Pay

Net Annual Salary

**\$38,228**

\*Hover to see assumptions

### Typical 35th Year Teacher

Gross Annual Salary

**\$61,129**

\$5,094.08	Monthly Gross Pay
— \$152.82	Retirement Contribution
— \$180.00	Health Premium
— \$180.00	Federal Tax
— \$379.02	FICA
— \$295.00	FICA
— \$69.04	Medicare
— \$0.00	State Tax
<hr/>	
= \$4,018.00	Monthly Net Pay

Net Annual Salary

**\$48,216**

Teacher Compensation

# How can states move forward?

Low-Cost Solutions

Teacher supports

Teacher PD stipends

Hire support staff

Plan and prepare for major compensation  
increases

Teacher Compensation

# How can states move forward?

## Solutions

*Cost Saving Solution:*

Offer a choice...Add a defined contribution retirement plan option

*Cost Saving Solution:*

Cover Retiree Health Benefits only to age 65

# Complicated Problems Need Holistic Solutions



Will improving teacher compensation packages solve teacher shortages?

What else can my state do to improve the teacher pipeline?

# Q&A



# Contact Us



## SREB Teacher Workforce Policies on the Web

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