SREB Webinar Series: Rethinking Teacher Workforce Solutions

Part III: Better Teacher Supports and Compensation

January 27, 2021
Support Action in states and schools, policy and practice

SREB

Analyze & Publish data, research, promising practices

Convene & Engage decision-makers in education, government, business
SREB Teacher Workforce Policy Team

Dr. Stevie Lawrence
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Panelist: Dr. Cory Murphy

Executive Director, Office of Teaching and Leading, Mississippi Department of Education
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

Ending Teacher Shortages

- Recruit
- Prepare
- Diversify
- License
- Equity
- Quality Supports
- Retain
- Advance
- Compensate
SREB Education Human Capital Roundtables

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
  - Pathways into Teaching

- Redesign
  - Teacher Licensure

- Reinforce
  - Teacher Support

- Revise
  - 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
Oklahoma Educator Supply and Demand Network Recommendations

**Network Members:**
~ School District Leaders
~ Regional Educator Preparation Program Representatives
Purpose:
Establish regional network supporting seamless transition from clinical practice to first year teaching
Oklahoma Educator Supply and Demand Network Recommendations

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

Representative Terri Collins, Alabama
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

Representative Terri Collins, Alabama
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.

Representative Terri Collins, Alabama
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

Representative Terri Collins, Alabama
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

Texas’ average salary is above the regional average.

Cost of Living Index 96.8%

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

Teacher Salaries

- 1980 > 2019
- National > SREB region
- Teacher wage gap
- Government assistance benefits
Research Takeaways:

Teacher Health Benefits

PPO Plans Summary

- **Premium Range**
  - Individual: $30
  - Family: $282

- **In-Network Deductible Range**: $300-$900

- **Out-of-Pocket Maximum Range**: $8,150-$16,300

HMO + HDHP Plans Summary

- **Premium Range**
  - Individual: $30
  - Family: $282

- **In-Network Deductible Range**: $500-$1,500

- **Out-of-Pocket Maximum Range**: $7,350-$14,700

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

2018-19 Teacher Retirement in Oklahoma

Tier III Defined Benefit (Pension) Plan

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

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.

- **30 Years to Break Even** (Regional Average is 24 years)
- **74%** Percent of Teachers Who Won’t Break Even (Regional average is 74%)

Social Security

Vesting Period in Years

Full Retirement Status

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

Employee Contribution

Employer Contribution

Employer Normal Cost Rate

7%

18.280%

3.31%

*States with a * by Social Security means the benefit is decided at a district, not state, level.

**Employer Normal Cost Rate is the amount of an employer’s contributions that goes toward a teacher’s retirement benefit, as opposed to paying for unfunded liabilities."
Research Takeaways:

**Teacher Take-Home Pay**

- Net salary shock
- Deductions
2019 Teacher Take-Home Pay in **Florida**

*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

= $2,547.79 Monthly Net Pay

Net Annual Salary

$30,573

- $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

= $3,185.68 Monthly Net Pay

**Typical 15th Year Teacher**

Gross Annual Salary

$48,314

- $5,094.08 Monthly Gross Pay
- $152.82 Retirement Contribution
- $180.00 Health Premium
- $379.02 Federal Tax
- $295.00 FICA
- $69.04 Medicare
- $0.00 State Tax

= $4,018.00 Monthly Net Pay

Net Annual Salary

$38,228

- $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

= $3,185.68 Monthly Net Pay

**Typical 35th Year Teacher**

Gross Annual Salary

$61,129

- $5,094.08 Monthly Gross Pay
- $152.82 Retirement Contribution
- $180.00 Health Premium
- $379.02 Federal Tax
- $295.00 FICA
- $69.04 Medicare
- $0.00 State Tax

= $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?

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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