

# Increased Compensation: State and District Efforts to Stabilize and Strengthen the Educator Workforce

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MONDAY, APRIL 25, 2022, 4 P.M. EST



# Meet the Presenters

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**Ellen Sherratt**

*Teacher Salary Project*



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*Senior Policy Analyst  
Education Commission of  
States*



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*Director of  
Strategic Initiatives  
Tuscaloosa City Schools*



**Alex Moseman**

*Director of Talent  
Management  
Indianapolis Public Schools*

# Agenda

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- Teacher Compensation: Need and Research
- National Efforts to Increase Teacher Compensation
- Q&A
- Alabama Increased Compensation
- Indianapolis Public Schools Increased Compensation

# The Teacher Salary Project

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Our mission is to make teaching the prestigious, desirable, financially viable, and professionally exciting job we all know it needs to be if we are able to recruit and retain diverse and excellent teachers for **every** child.

The Teacher Salary Project is raising awareness and building public and political will to invest in professional teacher salaries.

# Do Salaries Matter?

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- **Teacher Retention.** Meta-analyses and comprehensive reviews of studies of teacher retention over the past several decades all conclude that salaries do matter (see Borman & Dowling, 2008; Guarino et al., 2006; See et al., 2020).
  - Among teachers planning to leave because of the COVID-19 pandemic, 64% said their pay wasn't sufficient to merit the risk or stress, making low teacher pay the **#1 reason** for COVID-19-related staff departures (RAND, 2021).
- **Recruitment of Certified Teachers.** Regional Education Laboratory Midwest (2021) surveyed 9,842 of Michigan's 61,000 certified nonteaching teachers. About one third noted that higher salaries would motivate them to consider entering or returning to teaching (the highest rated priority).
  - Learning Policy Institute (2013) found that, among public school teacher leavers nationally, 67% rated an increase in salary as extremely or very important to their decision to return
- **Recruitment of the Next Generation of Teachers.** McKinsey & Company's (2010) market research on "top-third" college students' career aspirations found compensation to be the largest perceived gap between teaching and their preferred career choice.

# The Teacher Salary Project's Survey Findings (2021)

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We surveyed 1,166 recognized teachers on the impact of low salaries on teacher shortages. We noted the following findings:

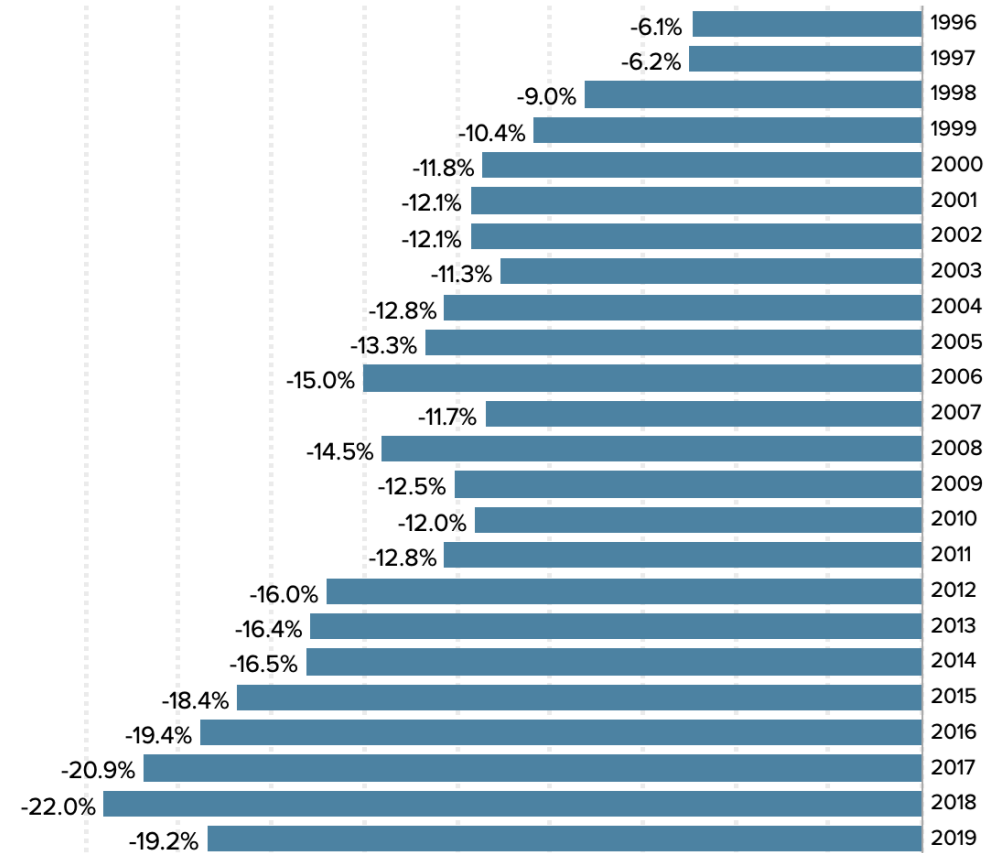
- **Nearly half** of the teachers surveyed reported their salary was not sufficient to retain them in the classroom for the medium-to-long term.
- **Two thirds** reported their salary was either insufficient or they were not sure if it was sufficient to retain them.
- The salary increase that was **necessary to retain teachers** varied wildly, given differences in local cost of living, teacher experience level, and other factors.
- **Only 20%** of surveyed teachers of color reported their salaries were sufficient to keep them in the classroom for the medium-to-long term.
- **Nearly all respondents** (97%) reported that their geography experienced teacher shortages, and 91% believed salaries contributed either greatly (59%) or somewhat (32%) to local teacher shortages.
- **Two thirds** of respondents believe federal relief funds should be directed toward improved teacher salaries.

# The Teacher Salary Gap

There is a long-standing and growing teacher wage penalty of 19.2% that is resulting in widespread teacher shortages.

New data from Learning Policy Institute (2022) show relative to other college-educated workers in the state, **the teacher pay gap varies from 2% in RI and WY to over 30% in AZ and VA.**

Teacher wage gap—public school teacher wages relative to comparable workers, 1996–2019



Source: Economic Policy Institute, 2020.

# The Impact of Low Teacher Salaries

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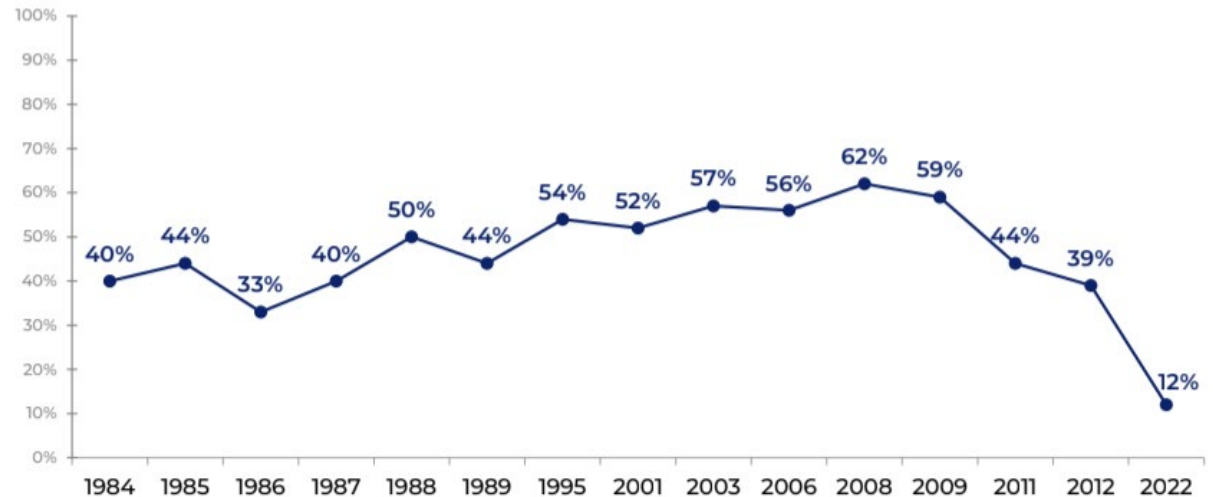
- Nearly **one in five teachers work second jobs** during the school year. **This rate is three times higher** than other workers (Pew Research Center, 2019).
- In 42 states, a 10-year veteran teacher who heads a household of four is **eligible for public benefits programs** (Center on American Progress, 2014).
- U.S. teacher salaries **rank close to last** among developed nations (Organization for Economic Cooperation and Development, 2021).
- Teachers earn a **maximum of less than \$60,000 in about one quarter** of U.S. school districts. It is **impossible to ever earn \$100,000 in over 90% of districts** (National Education Association, 2021).



# Declining Teacher Satisfaction

- 12% of teachers are very satisfied with their jobs (the lowest level since the mid-1980s).
- 74% of teachers do not think their salary is fair for the work that they do.

Percentage of K-12 teachers who say they are 'very satisfied' with their jobs



\*The 2022 results are from the Merrimack College Teacher Survey.  
The 1984-2012 results are from the *MetLife Survey of the American Teacher*.

Source: Merrimack College, 2022

# Why Now Is the Time to Advocate for Increased Salaries

- The public is asking for higher teacher pay.
  - Three quarters of the public believe teacher pay is too low, and two thirds would raise taxes to change this (New York Times, 2018; NPR, 2018).
- The president is asking for higher teacher pay.
  - “Teachers deserve a raise, not just praise.” —President Biden, 2021
- The first lady is asking for higher teacher pay.
  - “It starts at the top. State leaders must pay teachers more!” —Dr. Jill Biden, 2021
- The Secretary of Education is asking for it.
  - “Dear Colleague...Increase teacher compensation.” —Secretary Cardona, 2021
- There are unprecedented resources to increase teacher pay.
  - \$13.2 billion ESSER I, \$3.0 billion GEER, \$54.3B ESSER II, \$122B ESSER III, \$350 billion in state and local fiscal relief funds for state and local governments.



# The Teacher Salary Champion Campaign

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- **Elisa Villanueva Beard**, CEO, Teach for America
  - **Assistant Professor Travis Bristol**, University of California, Berkeley
  - **Sydney Chaffee**, 2017 National Teacher of the Year
  - **Jeff Charbonneau**, 2013 National Teacher of the Year
  - **Professor Raj Chetty**, Harvard University
  - **Deb Delisle**, CEO, Alliance for Excellent Education, former Ohio Secretary of Education, and former Assistant U.S. Secretary of Education
  - **Dan Domenech**, Executive Director of AASA, the School Superintendents Association
  - **Professor Angela Duckworth**, University of Pennsylvania
  - **Arne Duncan**, 9th U.S. Secretary of Education
  - **Sharif El-Mekki**, Founder & CEO, Center for Black Educator Development
  - **Professor Howard Gardner**, Harvard University
  - **Sprague Grayden**, Celebrity Actress
  - **Professor Pam Grossman**, University of Pennsylvania
  - **Bryan Hassel**, Founder & Co-President, Public Impact
  - **Angie Jerabek**, Founder & Executive Director, BARR Center
  - **Jason Kamras**, Richmond District Superintendent & 2005 National Teacher of the Year
  - **Dr. Janice Jackson**, Former CEO, Chicago Public Schools
  - **Professor Susan Moore Johnson**, Harvard University
  - **Dr. John B. King, Jr.**, 10th U.S. Secretary of Education



Council for  
Exceptional  
Children

Lisa Lachlan, Director, Center on Great Teachers & Leaders at American Institutes for Research

Professor Gloria Ladson-Billings, National Academy of Education

Professor Hank Levin, Columbia University

THE TEACHER SALARY PROJECT



FROM INFORMATION TO IMPLEMENTATION

# The Teacher Salary Champion Campaign

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- **Anissa Listak**, Founder & CEO, National Center on Teacher Residencies
- **Professor Marvin Lynn**, Portland State University
- **D.T. Magee**, Superintendent, Norwalk Public Schools
- **Mandy Manning**, 2018 National Teacher of the Year
- **Talia Milgrom-Elcott**, Founder & CEO, 100Kin10
- **Craig Newmark**, Founder of craigslist
- **Professor Pedro Noguera**, University of Southern California
- **Ronn Nozoe**, CEO, National Association of Secondary School Principals
- **Shanna Peeples**, 2015 National Teacher of the Year
- **Rodney Robinson**, 2019 National Teacher of the Year
- **Phil Rogers**, Director, National Association of State Directors of Teacher Education and Certification
- **Andy Rotherham**, Eduwonk Blogger and Co-Founder, Bellwether Education
- **Dr. Melody Schopp**, former South Dakota Secretary of Education\*
- **Professor Kathy Schultz**, University of Colorado, Boulder
- **Elena Silva**, PK-12 Policy Director, New America
- **Professor Christine Sleeter**, California State University
- **Lindsay Sobel**, Interim CEO, Teach Plus
- **Kate Walsh**, CEO, National Council on Teacher Quality
- **Professor Kevin Welner**, Colorado University Boulder, and Director, National Education Policy Center
- **Kerensa Wing**, 2020 NASSP National Principal of the Year



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# Thank You!

Please stay connected!  
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<https://www.teachersalaryproject.org>



# 2022 State of the State Addresses

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Increased  
Educator Pay

Higher  
Minimum  
Salaries for  
Starting Teachers



## Pay Increases: State Examples



Tennessee Gov. Bill Lee included \$125 million in pay increases through the state funding formula.



West Virginia Gov. Jim Justice proposed a 5% pay raise for all state employees, including teachers.

## Minimum Pay: State Examples



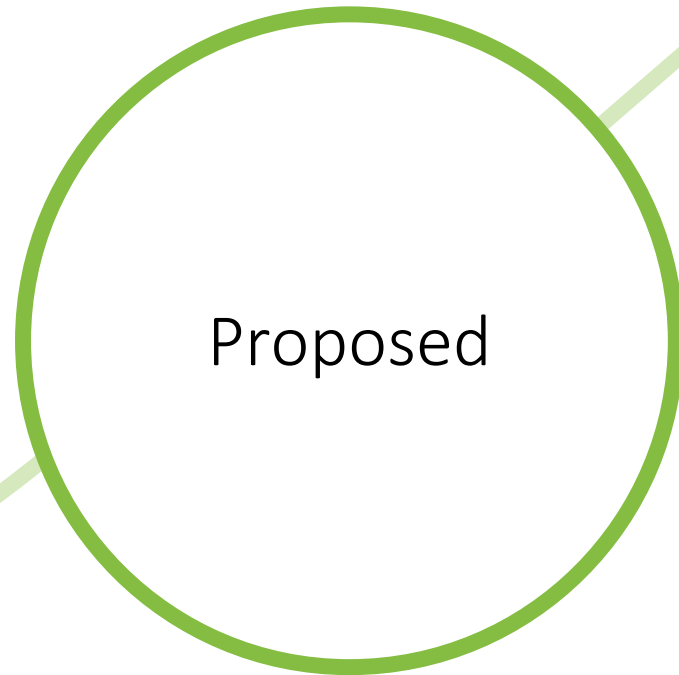
Indiana Gov. Eric Holcomb announced progress toward the goal for all teachers to have a starting salary of \$40,000.



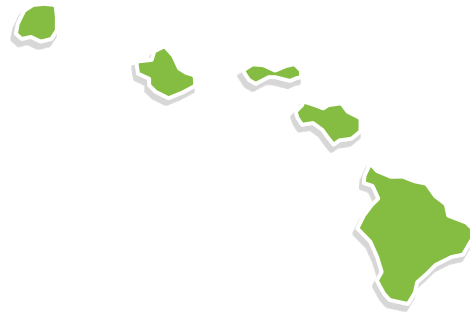
Maine Gov. Janet Mills celebrated the minimum teacher salary being increased to \$40,000.

# Legislative Tracking

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## Proposed Legislation: State Examples



Hawaii has proposals (S.B. 2819 and S.B. 2820) to increase pay for senior teachers and hard-to-staff positions.



Missouri's proposed budget (H.B. 3002) has \$37.5 million for their Career Ladder program, which provides supplements to participating teachers.

## Enacted Legislation: State Examples



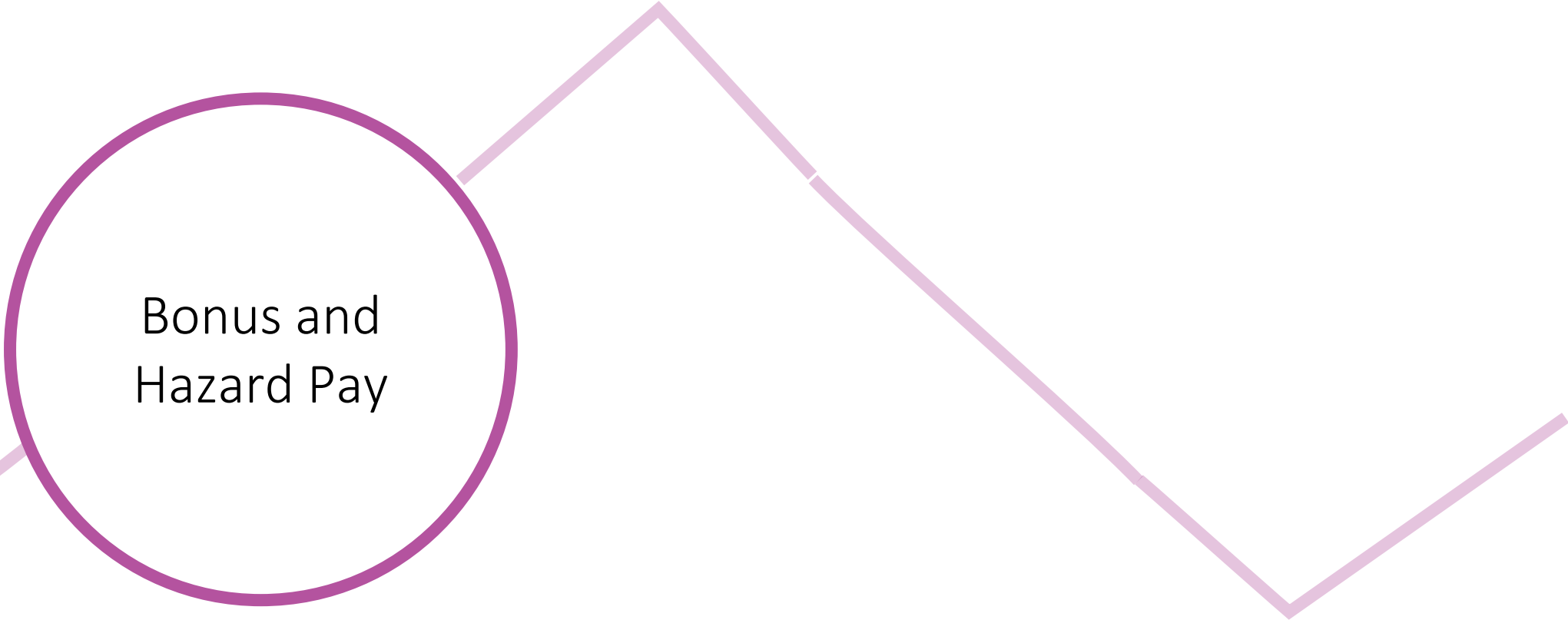
New Mexico S.B. 3 invests \$166.7 million to increase minimum salaries for teachers and principals.



Mississippi START Act of 2022 (H.B. 530) increases average teacher salaries by \$5,140.

# Federal ESSER Relief Funds

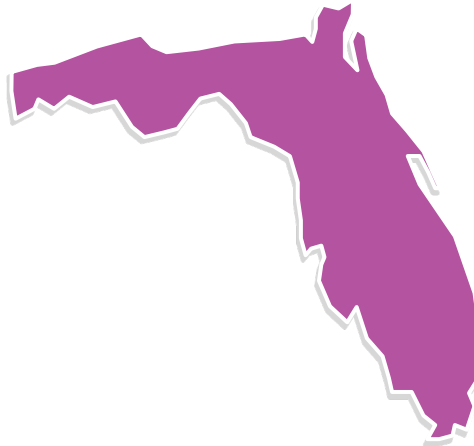
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## Enacted: State Examples



Georgia issued \$1,000 retention bonuses to all K–12 educators and support staff, including substitute teachers.



Florida provided disaster relief payments of \$1,000 to teachers and principals.