Rethinking Teacher Compensation

along with

Teacher Licensure Systems

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Participating States

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

SREB Education Human Capital Roundtables

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

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

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

“What are the successes in reversing teacher shortage trends?”

“Why are teachers leaving at such alarming rates?”
Teacher Compensation

The Full Picture

SALARY
- Average salary
- State salary schedules
- Cost of living
- Teacher wage penalty

RETIREMENT
- Pension vs. Investment
- Adequacy of Savings
- Unfunded Liabilities
- Cost for states

HEALTH BENEFITS
- Coverage
- Cost for employees
- Cost for states
Teacher Compensation

How can states move forward?

Low Cost Solutions

Teacher stipends for quality professional growth supports

Staff up: hire support staff like counselors, nurses, teacher assistants

Support teacher well-being

Teacher leader recognition programs

Plan and prepare for high-cost solutions when revenues stabilize

High Cost Solutions

Legislatively mandate cost-of-living salary increases

Cover the increasing costs of health insurance and lower employee family premiums

Revise teacher salary schedules:
Significantly raise starting wages to compete with other in-state industries and incentivize outputs and advanced roles
Exploring Holistic Solutions

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Redesigning Teacher Licensure

Revising Teacher Salary Schedules
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Redesign Teacher Licensure Systems

Open co-teaching and residency options
Remove barriers for entry for diverse candidate pool
Move toward competency outcomes vs. inputs
Same expectations for all candidates, no matter the entry pathway
Mentoring and professional growth support for every early career teacher
Incorporate career advancement – credentialing and pay
SREB.org/TeacherWorkforce

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