

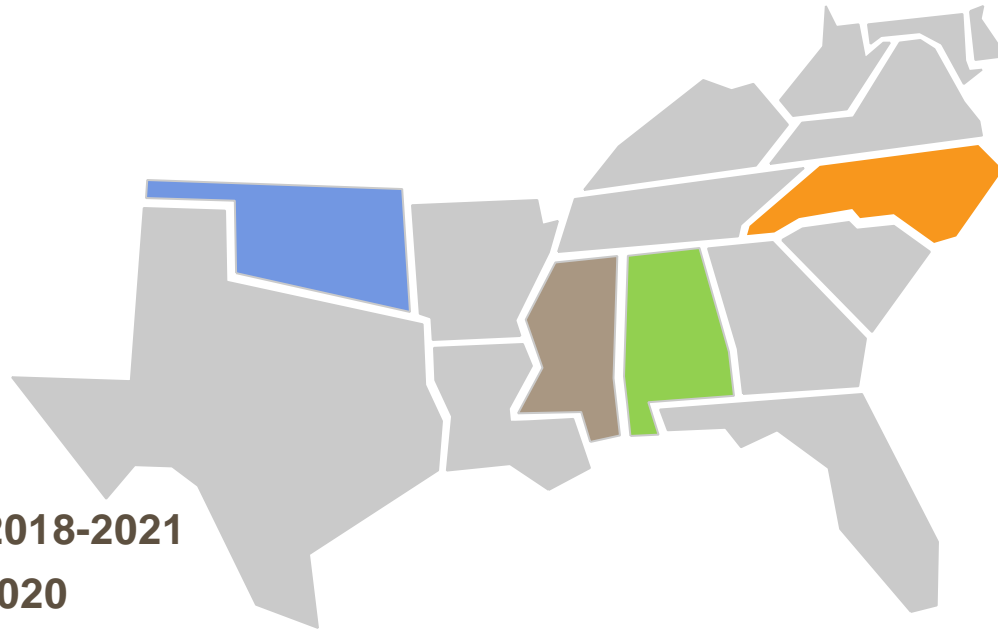
SREB

**Rethinking Teacher Compensation**  
*along with*  
**Teacher Licensure Systems**

Megan Boren, Program Specialist

# SREB Education Human Capital Roundtables

## Participating States



**North Carolina, 2018-2021**

**Alabama, 2019-2020**

**Oklahoma, 2019-2020**

**Mississippi, 2020-2021**

"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?

*Cost Saving Solution:  
Offer defined  
contribution  
retirement plans!*

### 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

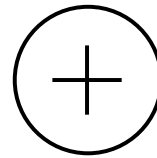
Revise teacher salary schedules: Significantly raise starting wages to compete with other in-state industries and incentivize outputs and advanced roles

# Exploring Holistic Solutions



## Redesigning

Teacher Licensure



## Revising

Teacher Salary Schedules

# 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



Stephen.Pruitt@SREB.org

Megan.Boren@SREB.org