

## Aligned Issue Brief:

### Pay Flexibility to Address Critical Shortage Needs

Education leaders need every tool at their disposal to recruit and retain the most effective teachers. Each year schools face critical staffing shortages. Addressing those needs requires strategies to widen the candidate pool with highly qualified individuals.

In a recent survey of Missouri students, **70 percent** said they were not interested in pursuing teaching as a future career. When asked, "What would make the teaching profession more attractive to you?" the most common response was "**Better pay.**"\*

The teaching profession often fails to offer competitive salaries comparable with many other occupations. For example, mathematics and science professions outside of education compensate well above the average salary for teaching in those subject areas.

Career Field	Average annual wage (in MO)*
Chemical Engineers	\$111,840
Data Scientists and Mathematical Science Occupations	\$100,370
Animal Scientists	\$92,000
Information Security Analysts	\$91,770
Biochemists and Biophysicists	\$86,280
Computer Programmers	\$82,590
Statisticians	\$75,530
Secondary School Teachers - all content areas including math and science (excluding spec. ed & CTE)	\$48,570

**Missouri has an opportunity to help meet teacher shortage needs by enacting legislation to authorize a differentiated pay plan for Missouri teachers.**

Notes: \*Missouri Department of Elementary and Secondary Education. "Outreach Plan Update." Presentation to the State Board of Education. January 2020.

\*\*Missouri Economic Research and Information Center (MERIC). From the Division of Occupational Employment Statistics, U.S. Bureau of Labor Statistics. 2020.

## An Overview of Differentiated Pay

Thirty-three states have policies to support some level of additional compensation for hard-to-staff content areas or hard-to-staff schools. Missouri is among 17 states with no differentiated pay plan in state statute.\*\*\*



- New York's Teachers of Tomorrow Teacher Recruitment and Retention Program allows those serving in a teacher-shortage area to be eligible for an extra **\$3,400**, renewable each year for three additional years.
- Tennessee requires each school district to implement a differentiated pay plan, which may include compensation based on hard-to-staff subjects and schools, criteria for which is determined at the local level.
- Montana offers **\$1,000** for teachers who teach in hard-to-staff subjects and schools.

**Charter schools in Missouri have flexibility in hiring and compensating teachers. Lawmakers could enact statutory language applicable to all districts.**

A few examples of how Missouri charter schools differentiate pay:

### **Crossroads Charter School**

Additional Pay Opportunities in High Need Content Areas

- |  |                |
|--|----------------|
| • Mathematics or Science certificate (5-9 or 9-12) | <b>\$1,000</b> |
| • Bilingual  | <b>\$3,000</b> |

### **University Academy Charter School**

Candidates with a master's degree or doctorate in a content area can be hired at that education level on the salary schedule and then pursue a teaching certificate through ABCTE or other alternative pathways.