

MINNESOTA:

SUPPORTING HF 3119

LOW TEACHER PAY IS A NATIONAL CRISIS



\$120

If teacher pay kept pace with per pupil spending, teachers would be earning \$120,000 today - instead of \$72,000 national average.

NATIONAL REALITY



teachers earn **27%** less
than others with similar levels of
education



71%

of teachers hold side jobs



28%

of teachers say they're living
comfortably on their income

TEACHER SHORTAGES IMPACT OUTCOMES - WE NEED TO REPAIR THE PIPELINE

86%

of districts are struggling to fill positions

62%

Parents do not want their children to become teachers, and teacher morale at its lowest point ever.

1/8

Positions in schools remain vacant or under certified

26%

Student absence rate

OPPORTUNITY IN MINNESOTA

We need to support the **873,175** youth in schools by providing them with competitively paid teachers.

33%

Pay gap

56,124

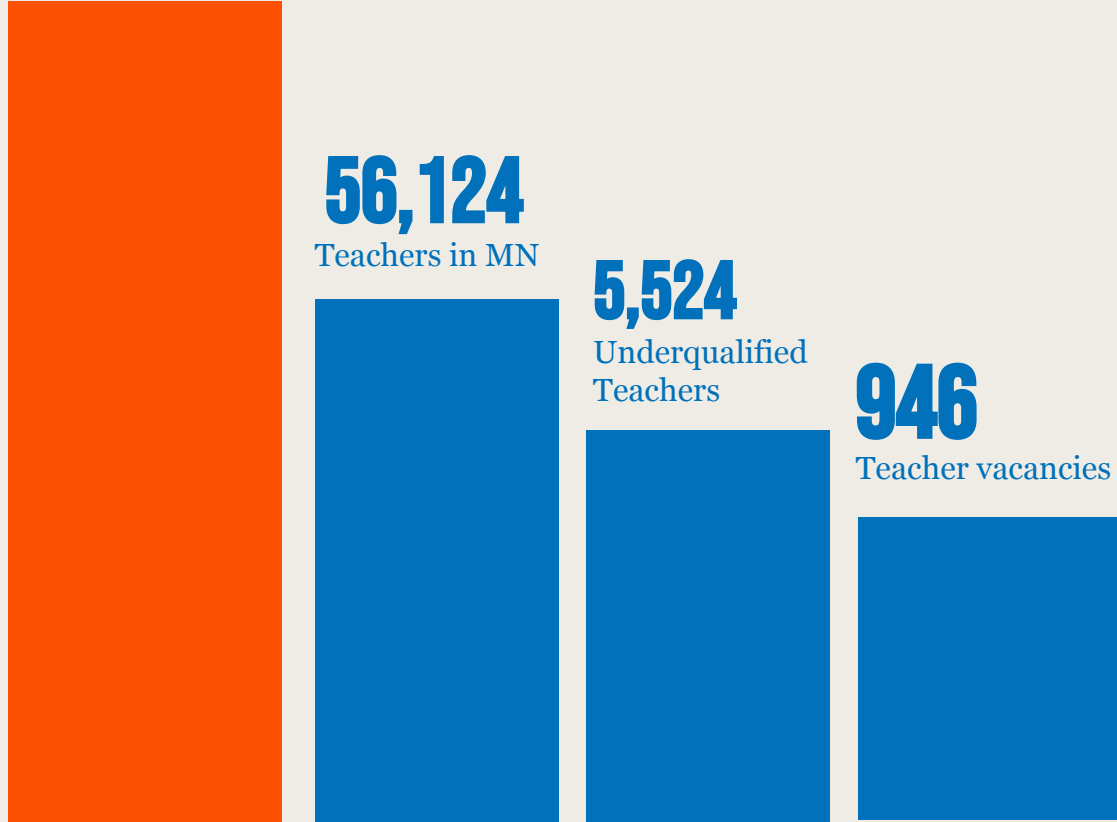
Teachers in MN

5,524

Underqualified Teachers

946

Teacher vacancies



Minnesota is already tackling the teacher shortage from multiple angles — attracting new teachers with bonuses, retaining veterans with better pension terms, and building a future workforce through apprenticeships. HF3119 takes this work a step further.

EVERETT, WASHINGTON: SOLVING THE TEACHER SALARY CRISIS

By prioritizing competitive pay, Everett achieved near-zero turnover and a thriving educational environment.

Top salaries reached **\$160,000**, infusing **\$53M** into the local economy.

+9.9 PTS

ELA VS. STATE

+10.9 PTS

MATH VS. STATE

+14.8 PTS

SCIENCE VS. STATE

+13.7 PTS

GRADUATION RATE



WHEN MINNESOTA PAYS TEACHERS **PROFESSIONALLY** , EVERYTHING RISES



Improve academic outcomes
and attendance



Attract and retain the best talent



Reduce turnover and vacancies



Eliminate second jobs and
stimulate local economies

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**THANK
YOU**

TEACHER SALARY PROJECT