



OLDC OREGON LONGITUDINAL DATA COLLABORATIVE

OLDC Educator Supply & Demand Study

Presenters

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OLDC Senior Research &
Data Analyst

Ben Tate,
OLDC Director

Initial Findings for the Legislative Taskforce on
Statewide Educator Salaries
12/15/2023

Agenda

OLDC Educator Supply & Demand Study



1 Brief overview of the OLDC

2 Presentation Scope and review of the full Educator Supply & Demand Study

3 Important findings from the Oregon Teacher Supply & Demand Study

4 National Trends in Teacher Salaries

5 Oregon Statewide Longitudinal Trends for Teacher Salaries

6 Oregon Regional Trends:
Average Teacher Salaries
Average Teacher Salaries, 7 Years Teaching Experience.
Average New Teacher Salaries

7 National Trends in Teacher Supply and Demand



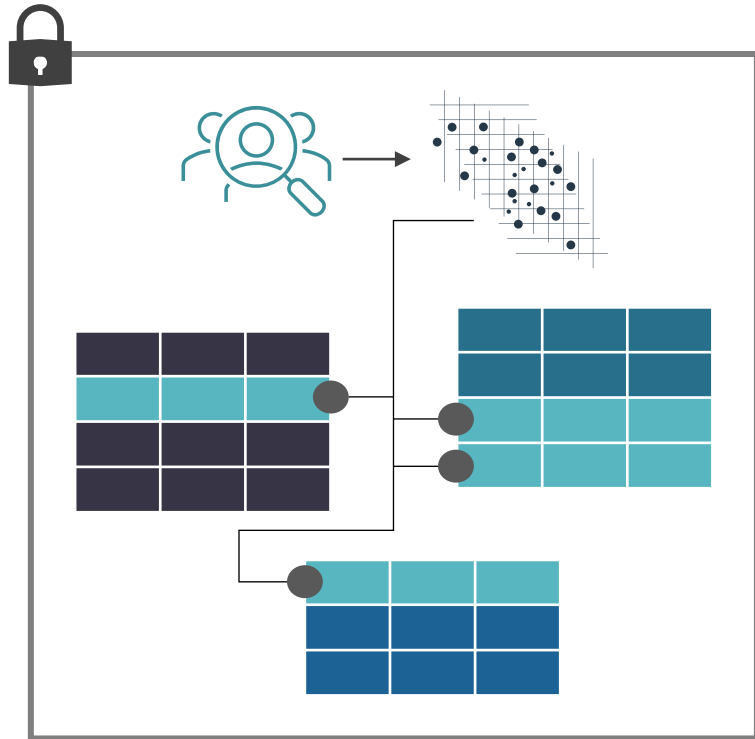
PROGRAM OVERVIEW

The goal of the OLDC is to **provide actionable data-supported policy recommendations that impact student learning, training, and workforce opportunities**

Data partner agencies share data with the OLDC



OLDC applies matching logic across data partner records



OLDC produces files, reports, and publishes research*



Purpose of Presentation

- This document describes OLDC’s initial review of teacher salary data from “Oregon’s Educator Supply and Demand Study” (projected publication in spring of 2024) for presentation to the “Joint Task Force on Statewide Educator Salary Schedules” December 2023 meeting.
- This study will follow a similar approach to our study on the Healthcare Education Shortage in Oregon: <https://www.oregon.gov/highered/research/Documents/SLDS/STUDY-PostsecondaryHealthcareEducationShortageInOregonFinal.pdf>
- In today's presentation, we will provide a review of the national graduate data we looked at for our study and some initial findings. We will not cover other aspects of the study today.

Full OLDC Educator Supply & Demand Study

Expected publication in the spring of 2024.

Working hypotheses:

- There is a shortage in the supply of graduates from Oregon educator preparation programs.
- Lack of qualified applicants into our educator preparation programs.
- Initial discussion with EPP directors suggests that unpaid student teaching is a serious barrier to recruitment of new teaching students.
- Starting pay for new teachers is too low/ not competitive compared to neighboring states.
- Likely regional pay differences within Oregon causing differences in employment within the state.

Presentation Data Sources and Methods

1. The Statewide Longitudinal Data System (SLDS) data from the 2010-11 school year through the 2022-23 school year was used to compare across counties in Oregon and examine salaries longitudinally.
2. The Integrated Postsecondary Education Data System (IPEDS) 2020 data was used to compare graduate counts nationally. The 2019-2020 school year was selected to avoid pandemic related data issues.
3. The U.S. Bureau of Labor Statistics (BLS) 2022 employment and salary data was used to compare teacher employment and salaries nationally.
4. The U.S. Census Bureau data was used to adjust data per capita for national comparisons.
5. The U.S. Bureau of Economic Analysis (BEA) 2021 Regional Price Parity (RPP) is used to regionally cost of living adjust salaries for each state.
6. The U.S. Department of Housing and Urban Development (HUD) 2023 Fair Market Rents (FMRs) were used to regionally cost of living adjust data within Oregon.

Important Notes for this Presentation on Oregon Data

The SLDS contains data shared directly from ODE to the OLDC, and this presentation primarily relies on data collected from them. However, the estimates in this presentation will differ from many of ODE's reports because we are filtering our data differently.

This presentation defines “teacher” as a “traditional classroom teacher.”

- Non-traditional schools like charter schools, alternative schools, virtual schools, Department of Corrections schools, and LTCT are filtered from the data.
 - Education level of teachers is filtered to Bachelor's through Master's only.
 - Only teachers that were employed > 0.75 FTE and worked at least two quarters are counted.
 - Salary data is standardized to 1 FTE, full school year contracts, and PERS adjusted.
 - Special Education teachers are not included in this presentation, but the full study will include a similar analysis for them.
 - Teacher and student support positions are not included in this presentation but will also be included in the full study.
 - Employment data from the OED is used to verify salary data in counties with low teacher counts.
- ❖ This is a preliminary analysis, subject to revision as data is validated. A couple of anomalies in the data have already been found and are being investigated and validated.

Important Initial Findings on Teacher Supply and Demand

1

Nationally, Oregon average teacher salaries and new teacher salaries are competitive.

2

New Oregon teacher salaries are not competitive with regional states.

3

New teachers in a third of Oregon counties could not qualify to rent a below average 2-bedroom apartment based on their salaries.

4

Oregon's Educator Preparation Programs (EPPs) are not producing as many graduates per capita as national benchmarks.

5

Oregon has a shortage of teachers across all levels of K-12 compared to national benchmarks, and regional states.

National Trends in Teacher Salaries

Data sources

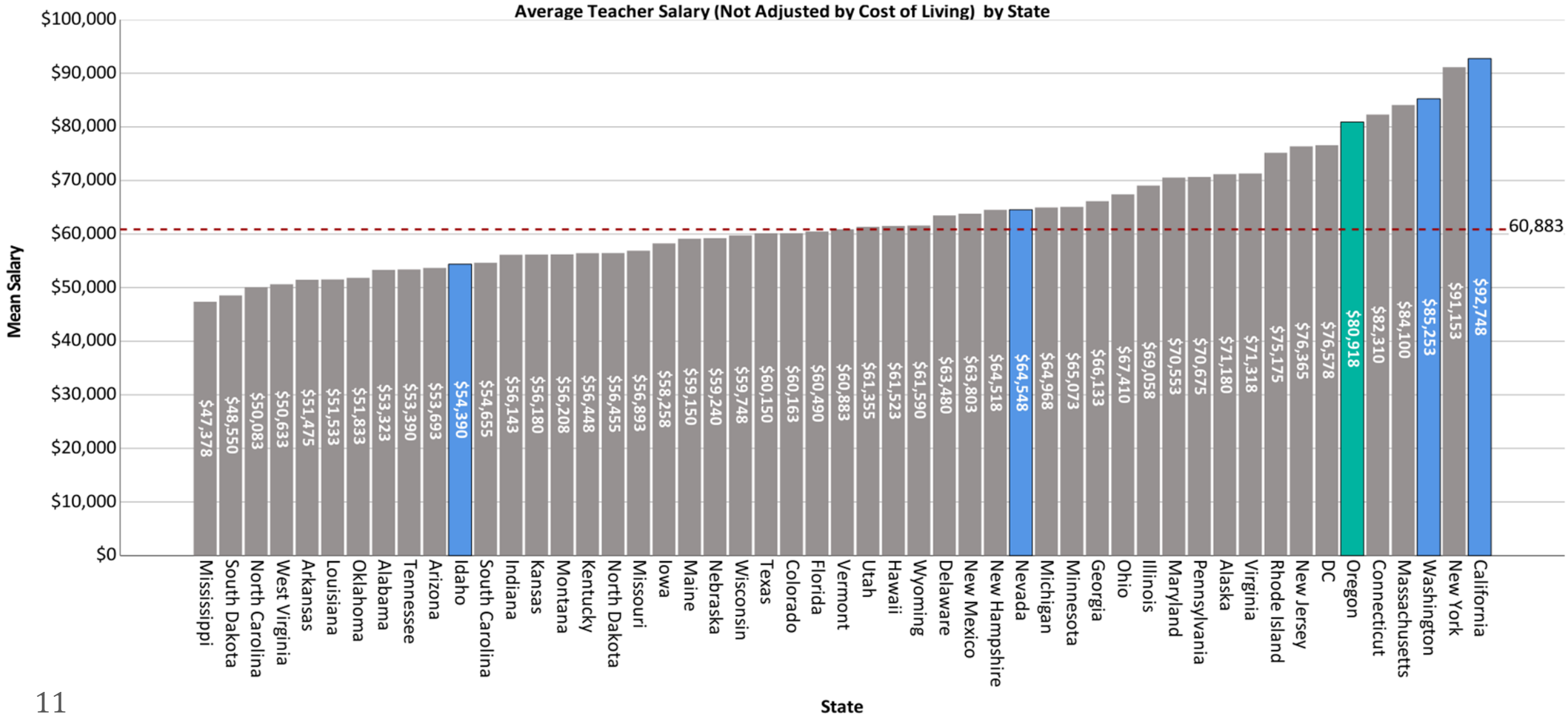
Bureau of Labor Statistics (2022)



Overview of Teacher Salary National Trends

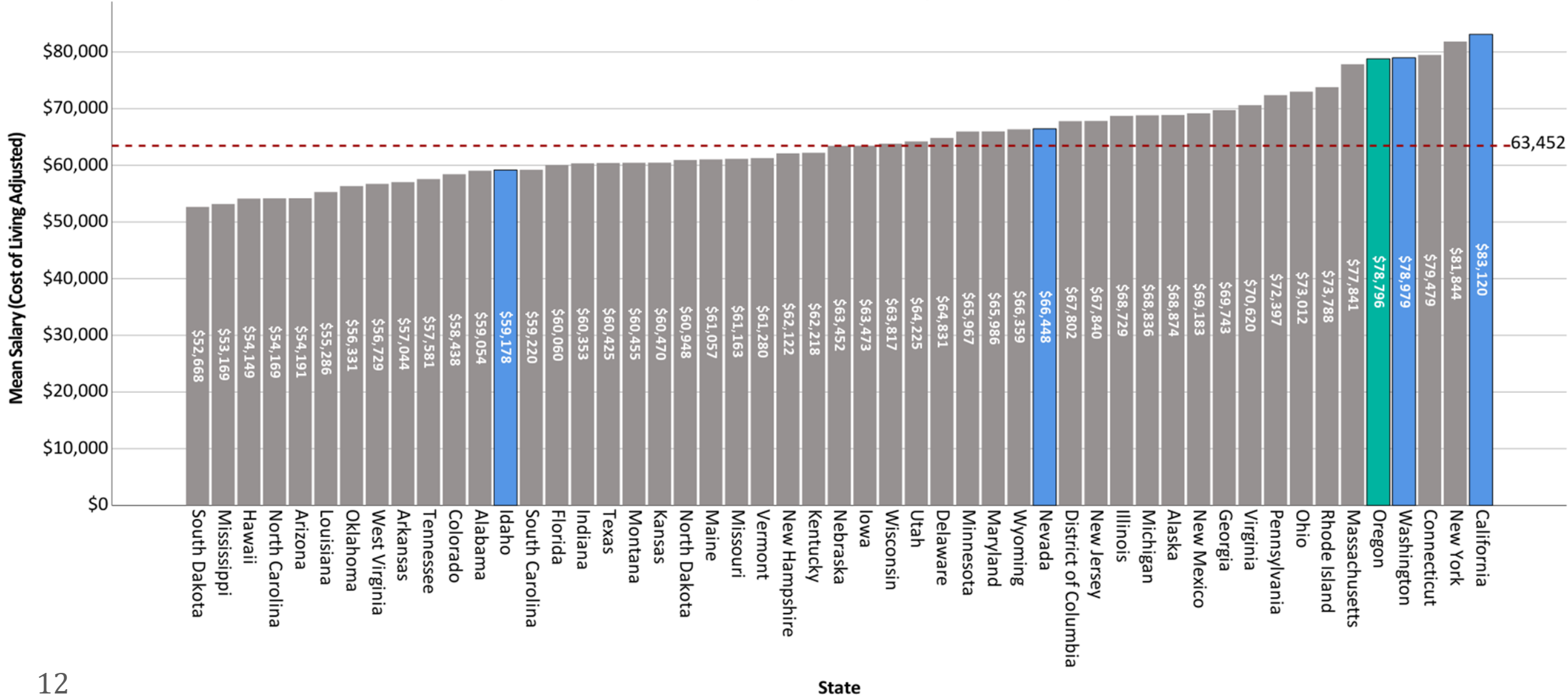
- 1 On average Oregon's teacher salaries appear competitive nationally based on BLS data.
 - 2 However, Oregon's starting teacher salary does not appear to be competitive with neighboring states.
- ❖ OLDC and ODE estimates show lower average salaries for Oregon than these national estimates which include teachers with additional duties for all states.

National Trends in Teacher Salaries



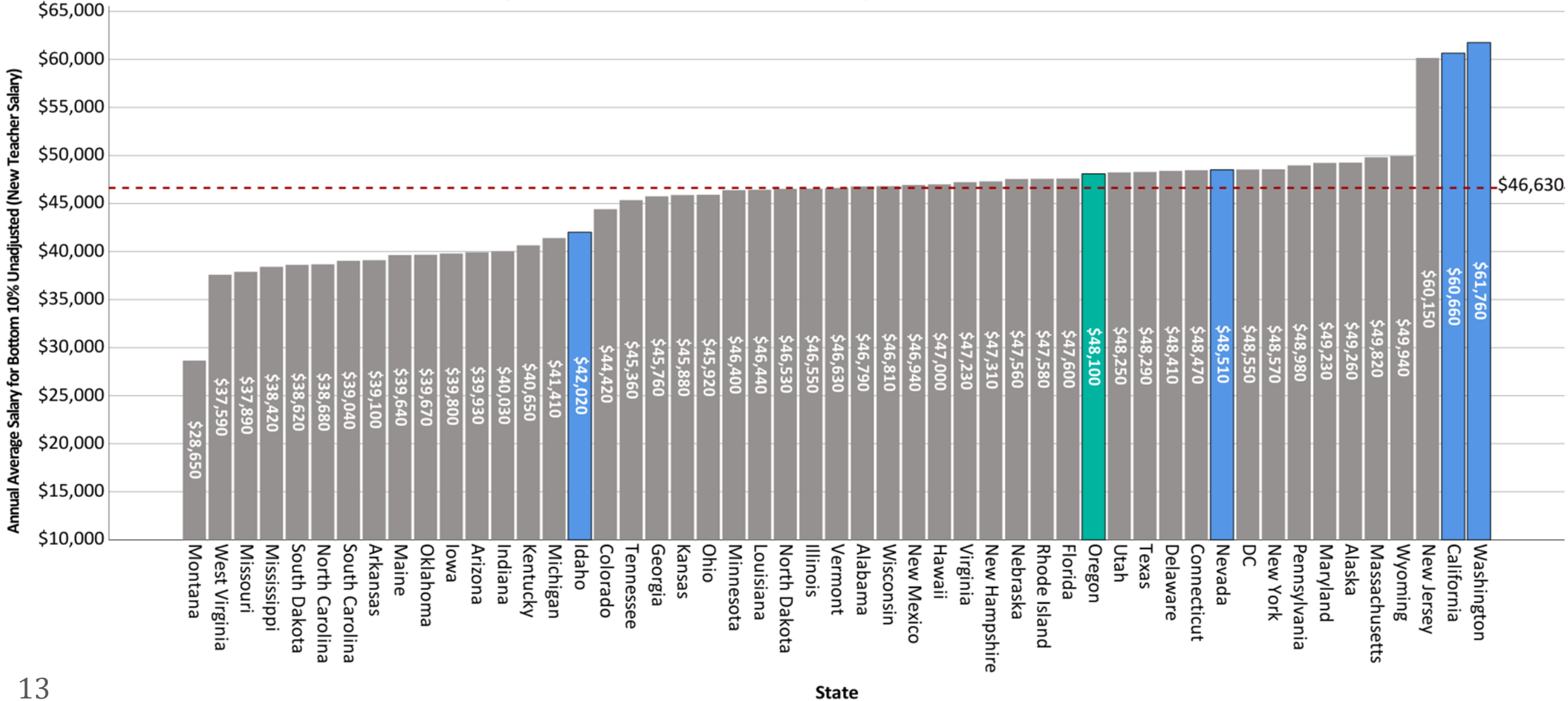
National Trends in Teacher Salaries

Average Teacher Salary (Cost of Living Adjusted) Excluding CTE and SPED by State



National Trends in Teacher Salaries

Average Unadjusted Salary for Bottom 10% of High School Teachers by State

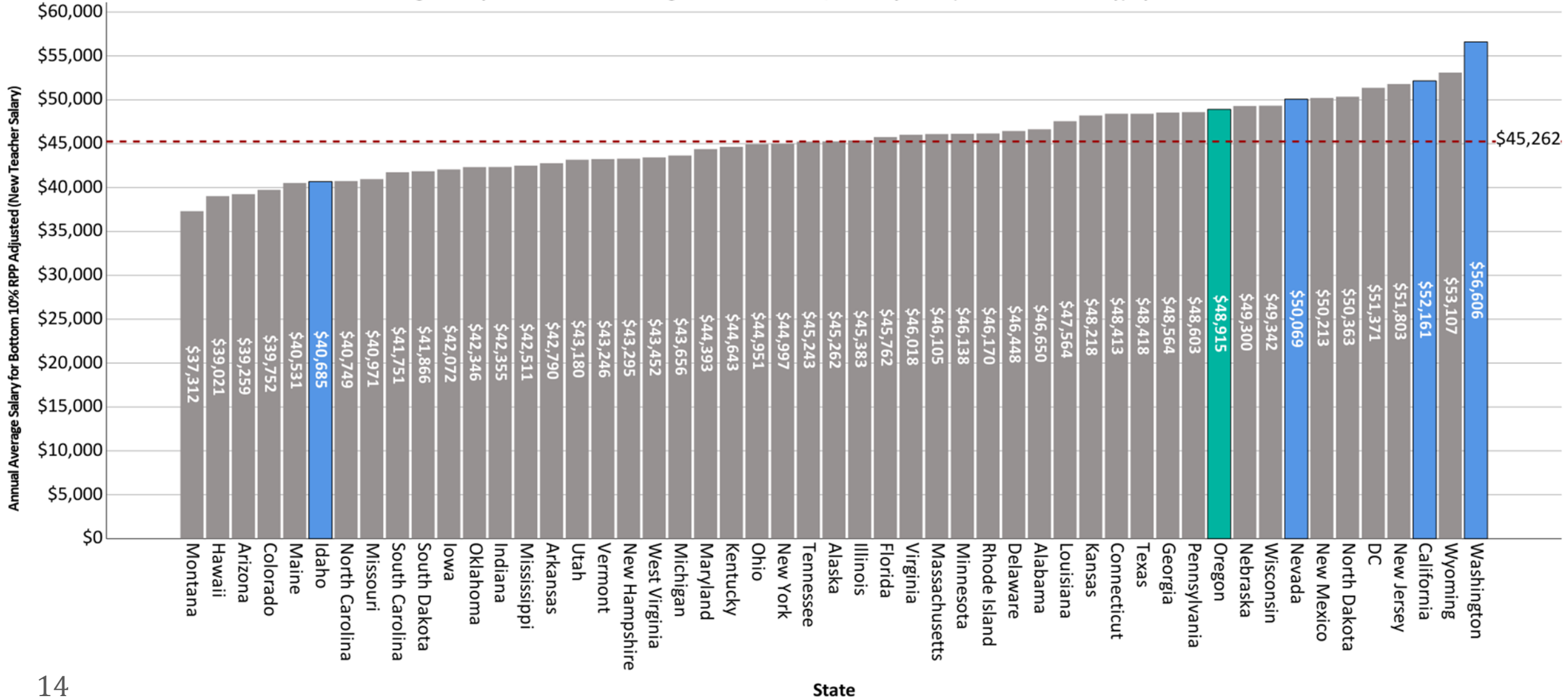


Filtered by Teachers Only, Type of Teacher variable

Data Source: BLS 2022

National Trends in Teacher Salaries

Average Salary for Bottom 10% of High School Teachers, RPP Adjusted (New Teacher Salary) by State



Oregon Statewide Longitudinal Trends for Teacher Salaries

Data sources

Oregon Statewide Longitudinal Data System (SLDS)
(2010-11 to 2022-23)



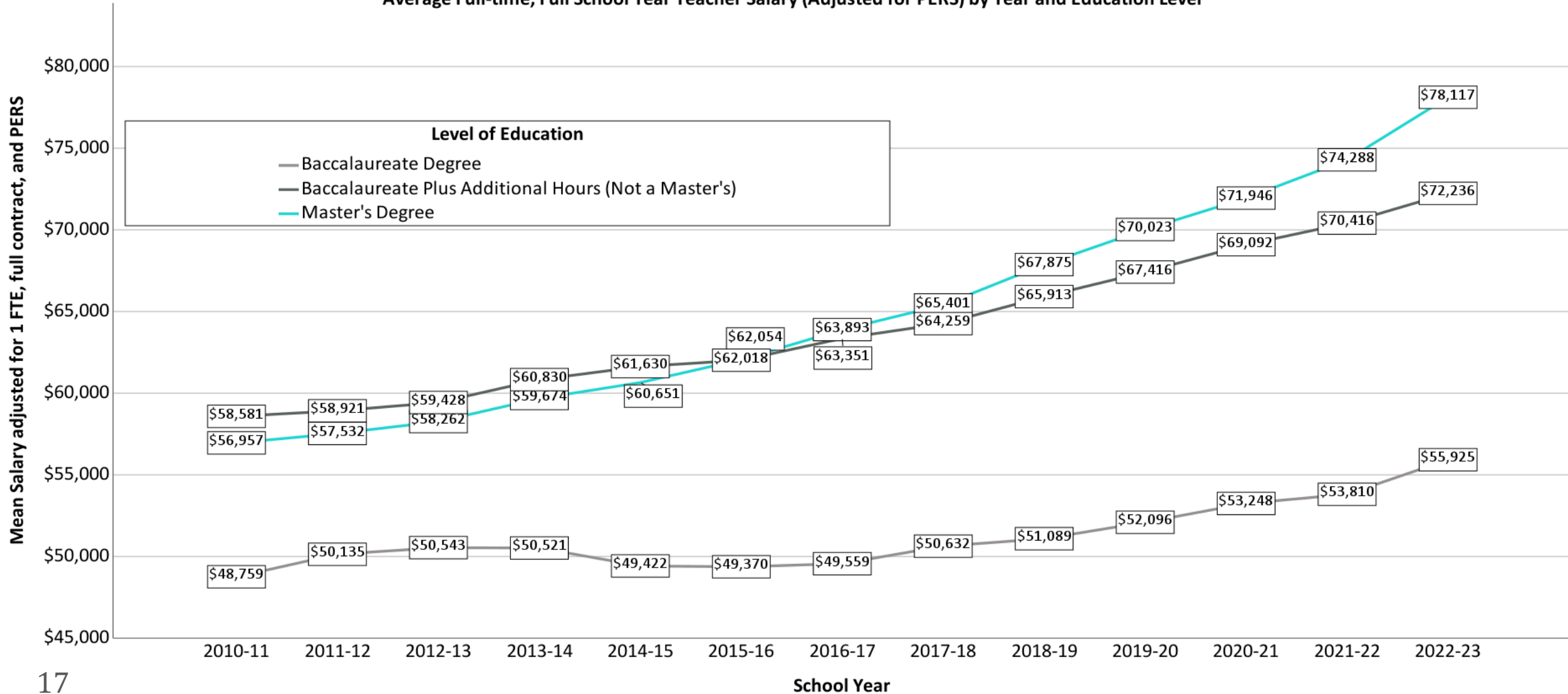
Overview of Oregon Statewide Longitudinal Teacher Salaries

Inflation adjusting teacher salaries shows that:

1. Average Master's level teacher salaries have remained relatively consistent.
 2. Average Bachelor's level teacher salaries have been on a decline for the last decade. This could be due to retirements, as more experience increases salaries. This possibility will be examined in the full study.
 3. The post-pandemic inflation of the last two years has decreased salaries across all education levels.
 4. Starting teacher salaries have been relatively consistent when adjusted for inflation for all education levels.
- ❖ The U.S. Bureau of Labor Statistics (BLS) Consumer Price Index (CPI) was used to inflation adjust salaries set at 2020 dollars.
 - ❖ Note that this section provides average teacher salary data of teachers employed at the time: this data is not adjusted for the experience level of those teachers. The data is for 1 FTE, full school year contract, and PERS adjusted.

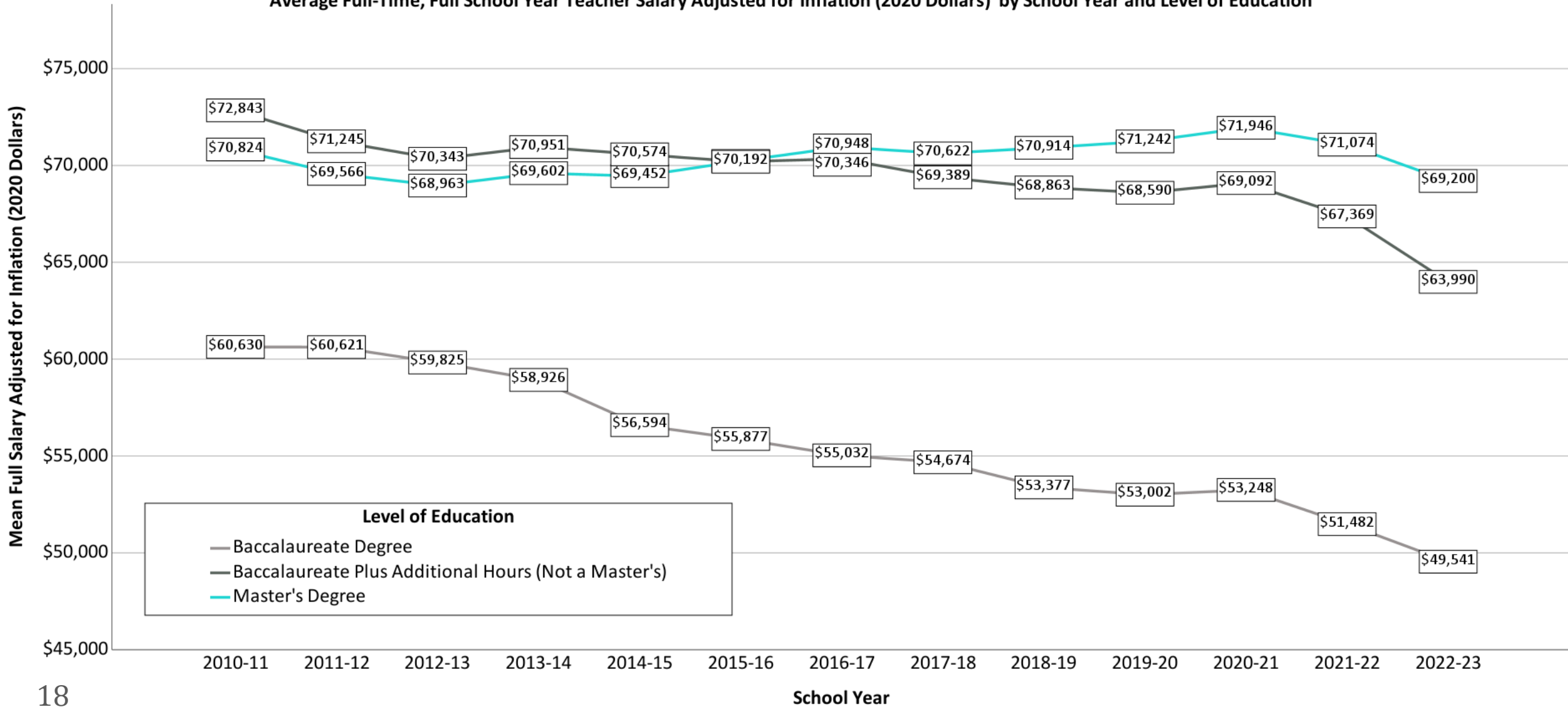
Oregon Longitudinal Trends in Teacher Salaries

Average Full-time, Full School Year Teacher Salary (Adjusted for PERS) by Year and Education Level



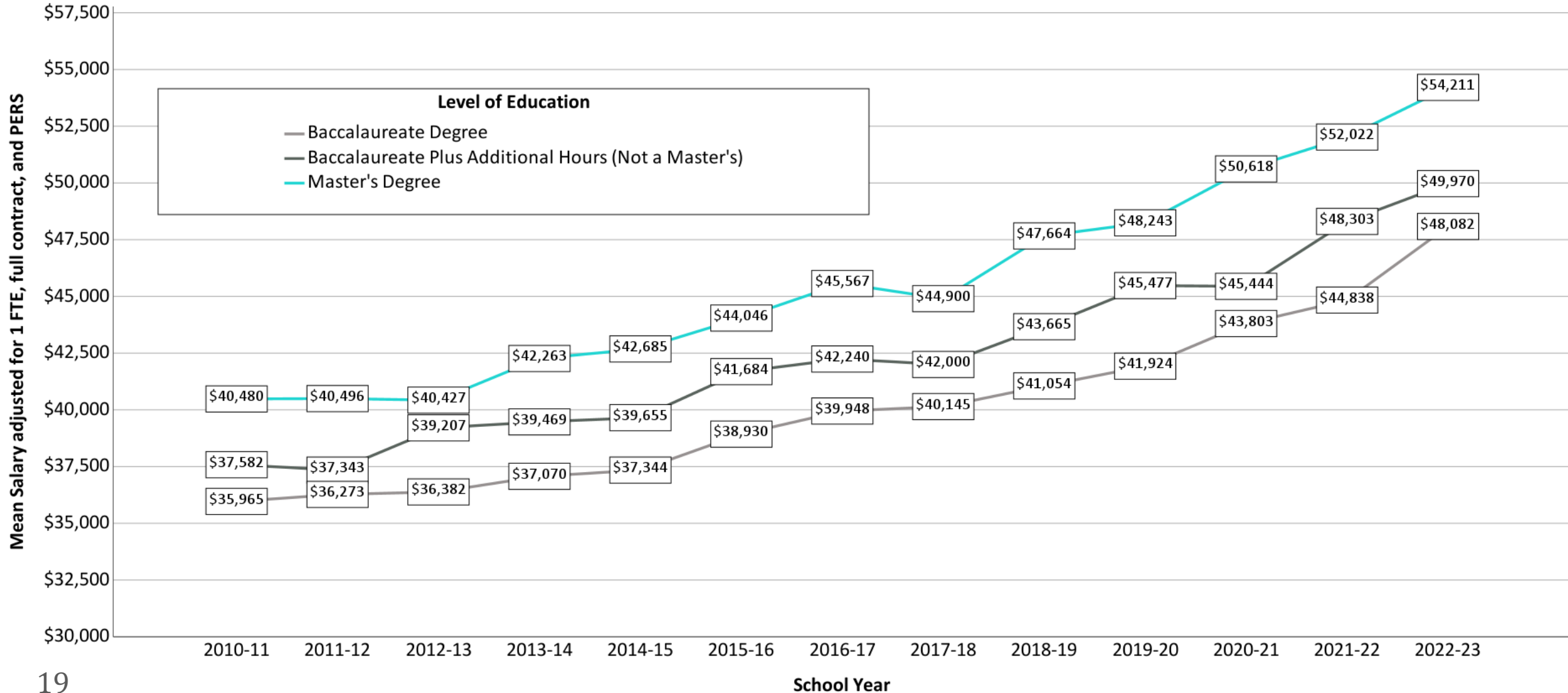
Oregon Longitudinal Trends in Teacher Salaries

Average Full-Time, Full School Year Teacher Salary Adjusted for Inflation (2020 Dollars) by School Year and Level of Education



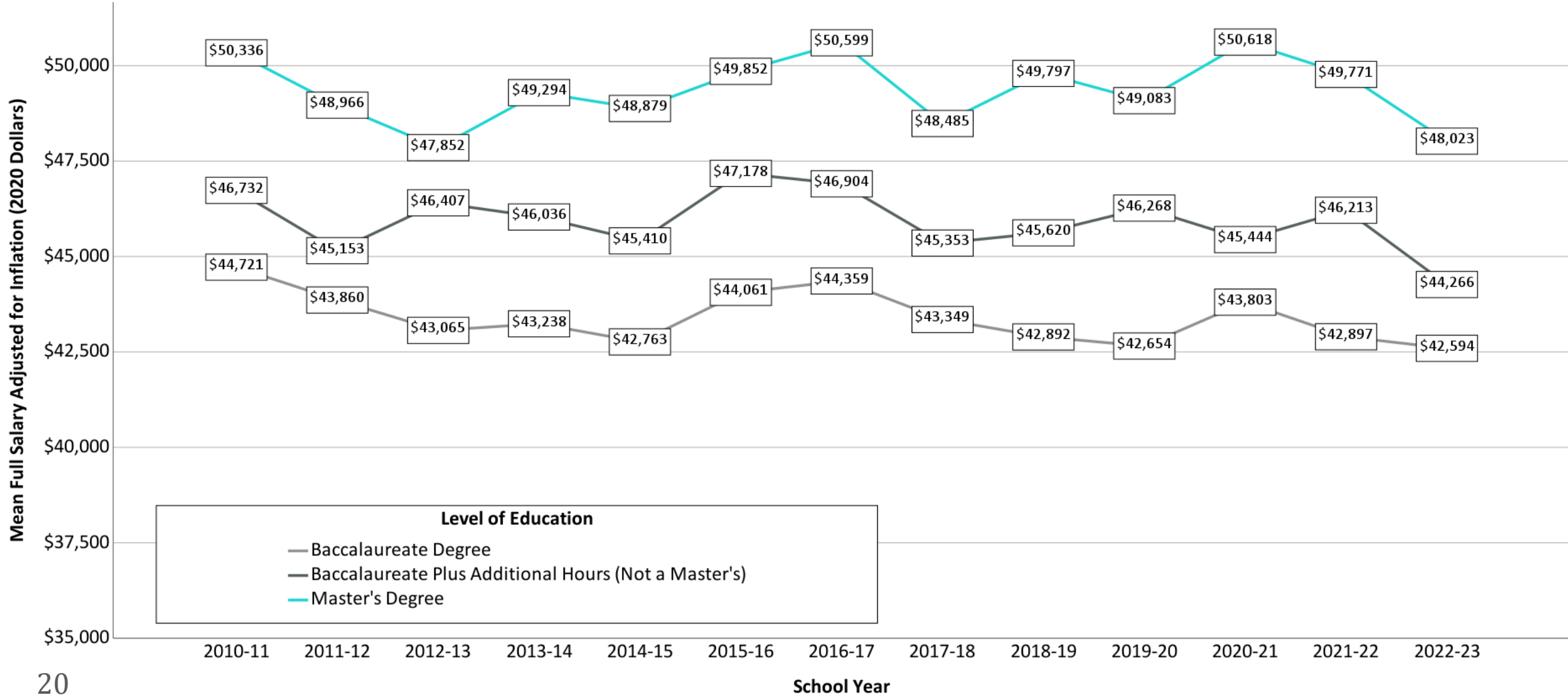
Oregon Longitudinal Trends in Teacher Salaries

Average Full-time, Full School Year New Teacher Salary by Year and Education Level



Oregon Longitudinal Trends in Teacher Salaries

Average Full-time, Full School Year New Teacher Salary Adjusted for Inflation (2020 Dollars) by School Year and Level of Education



Oregon Regional Data, Average Teacher Salaries

Data sources

Oregon Statewide Longitudinal Data System (SLDS)
(2022-23)

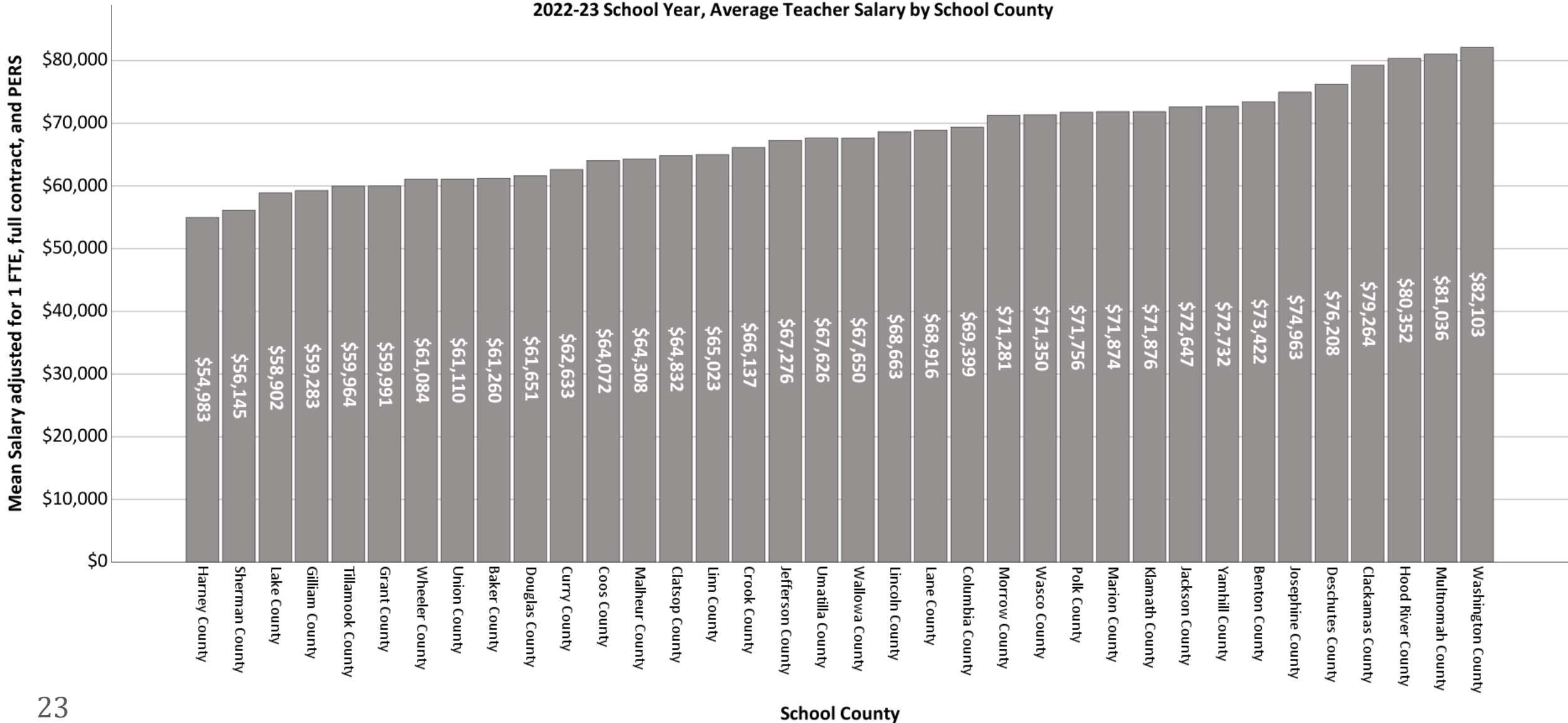


Average Teacher Salary by County (2022-23)

- ❖ The following data shows the average teacher salary by county adjusted for 1 FTE, full school year contract, and PERS.
- ❖ This data is for all teachers with a Bachelor's, Bachelor's plus some graduate credits (not a Master's) and/or Master's.
- ❖ This data is not adjusted for differences in experience level between counties.
- ❖ Data is adjusted for regional cost of living: Housing and Urban Development (HUD) Fair Market Rents 2 Bedroom (FMR2). FMR2 represents the cost to rent a 40th percentile (just below average) 2-bedroom apartment.

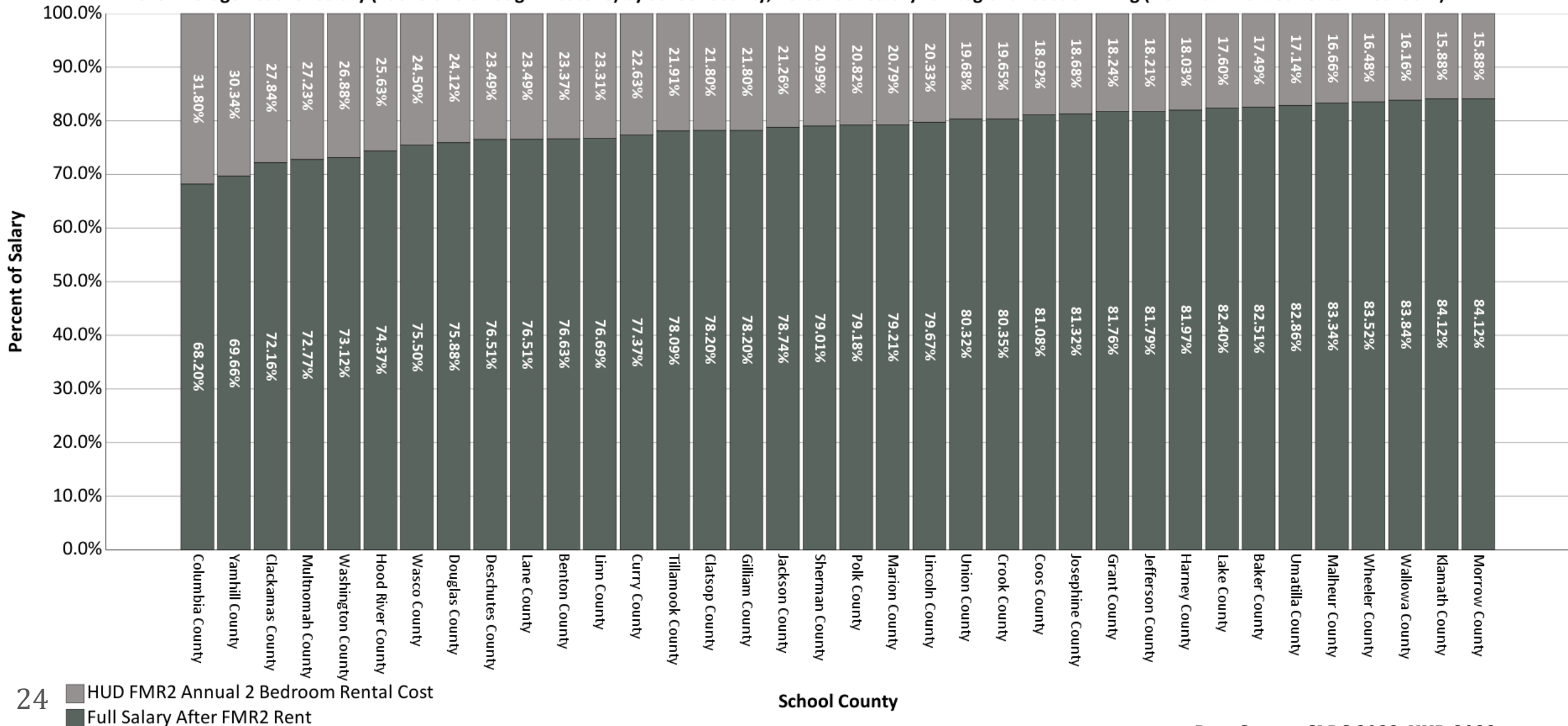
Oregon Regional Trends in Teacher Salaries

2022-23 School Year, Average Teacher Salary by School County



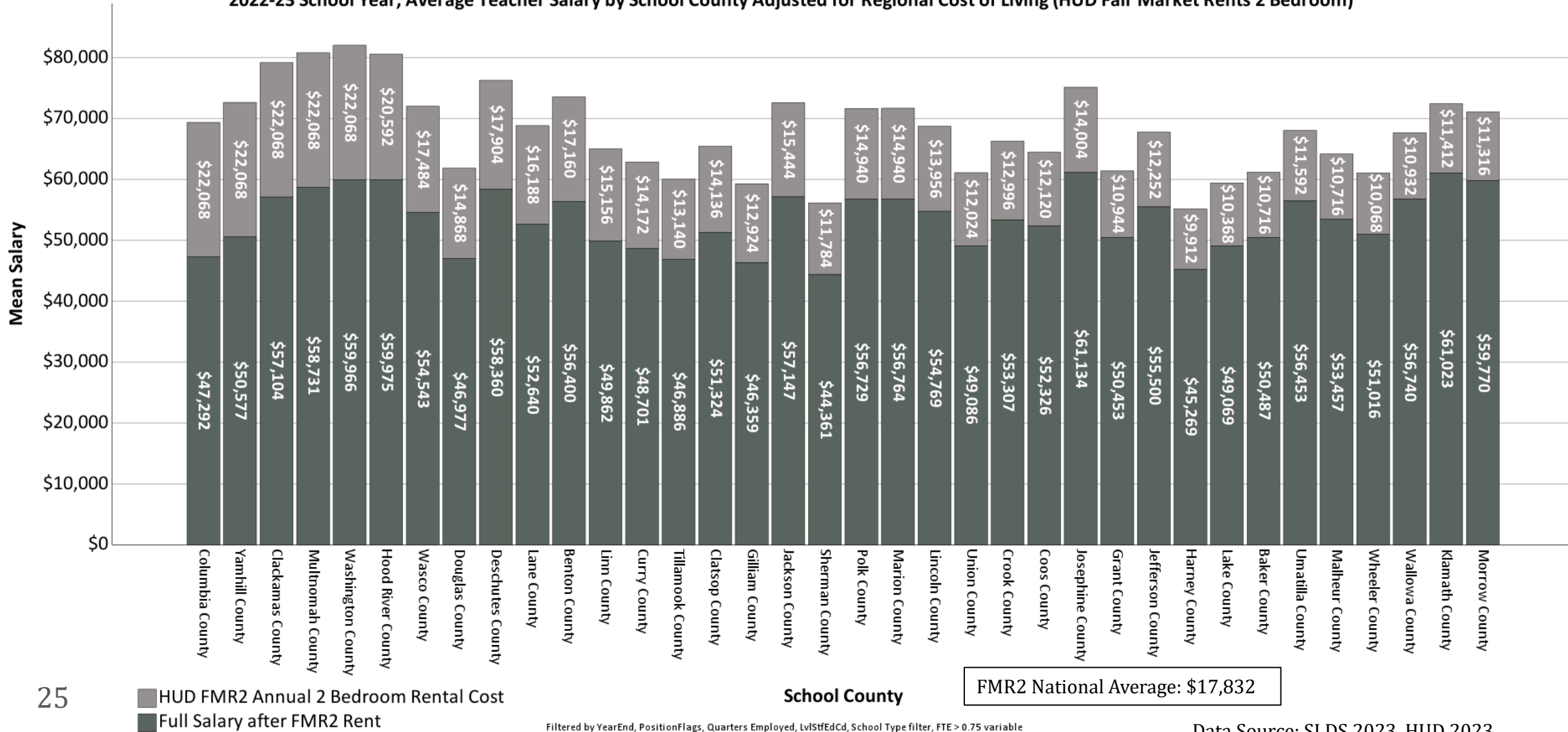
Oregon Regional Trends in Teacher Salaries

2023 Average Teacher Salary (Bachelor's through Master's) by School County, Percent of Salary for Regional Cost of Living (HUD Fair Market Rents 2 Bedroom)



Oregon Regional Trends in Teacher Salaries

2022-23 School Year, Average Teacher Salary by School County Adjusted for Regional Cost of Living (HUD Fair Market Rents 2 Bedroom)



Oregon Regional Data, Average Salaries with 7 Years Teaching Experience

Data sources

Oregon Statewide Longitudinal Data System (SLDS)
(2022-23)

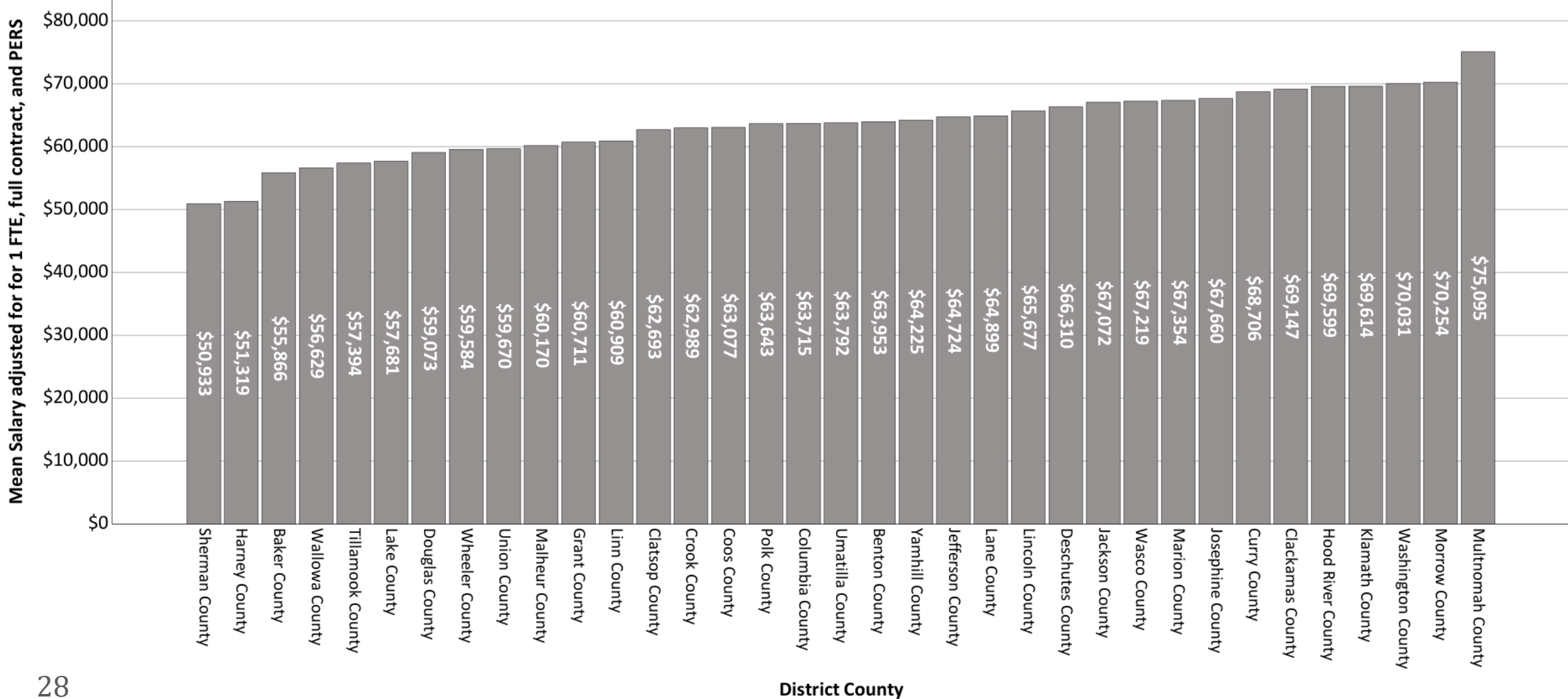


Average Teacher Salary with 7 Years Experience by County (2022-23)

- ❖ Teachers with 7 years of experience were selected for analysis to standardize teacher experience level across counties.
- ❖ The following data shows the average teacher salary by county adjusted for 1 FTE, full school year contract, and PERS.
- ❖ This data is for all teachers with a Bachelor's, Bachelor's plus some graduate credits (not a Master's) and/or Master's.
- ❖ Data is adjusted for regional cost of living: Housing and Urban Development (HUD) Fair Market Rents 2 Bedroom (FMR2). FMR2 represents the cost to rent a 40th percentile (just below average) 2-bedroom apartment.

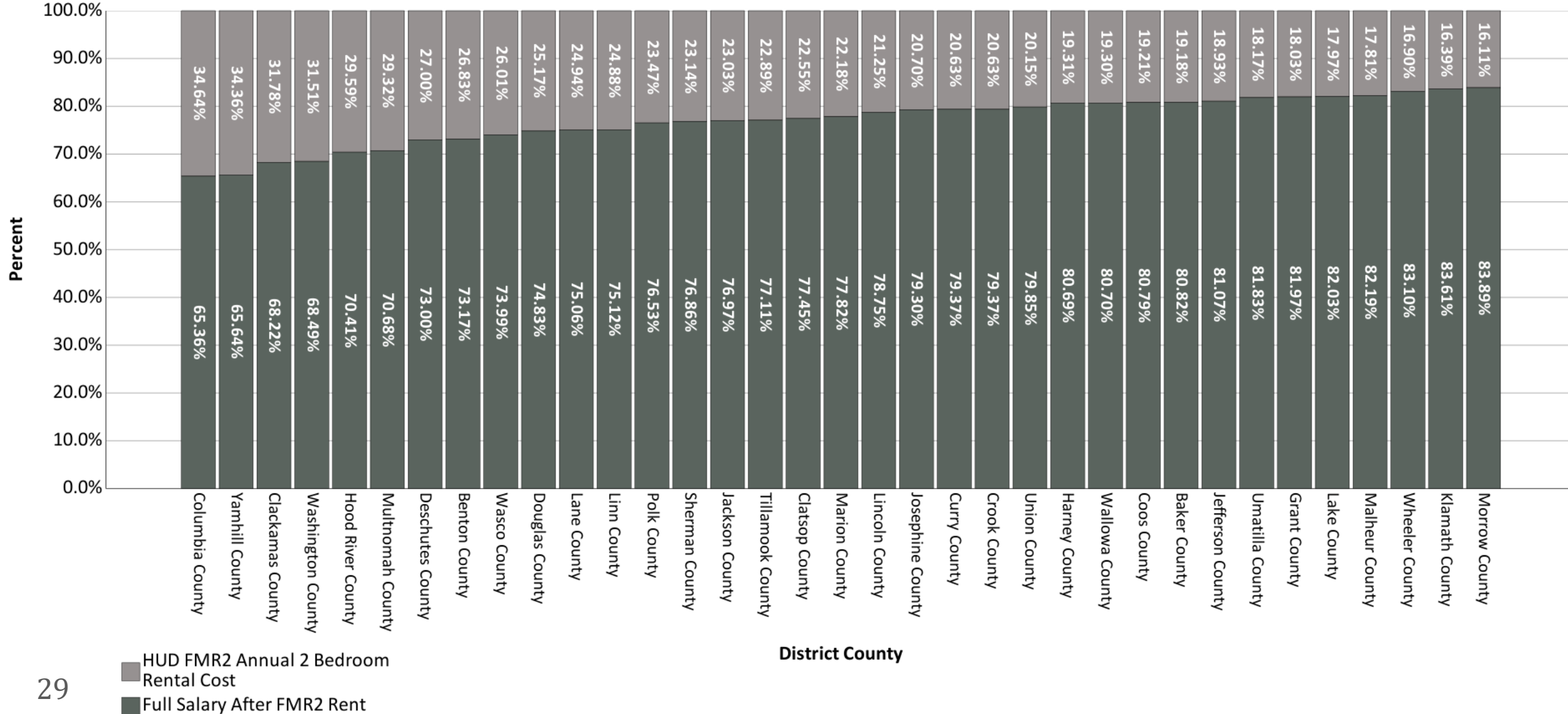
Oregon Regional Trends in Teacher Salaries: 7 Years Experience

2022-23 School Year, Average Teacher Salary, 7 Years Experience by District County



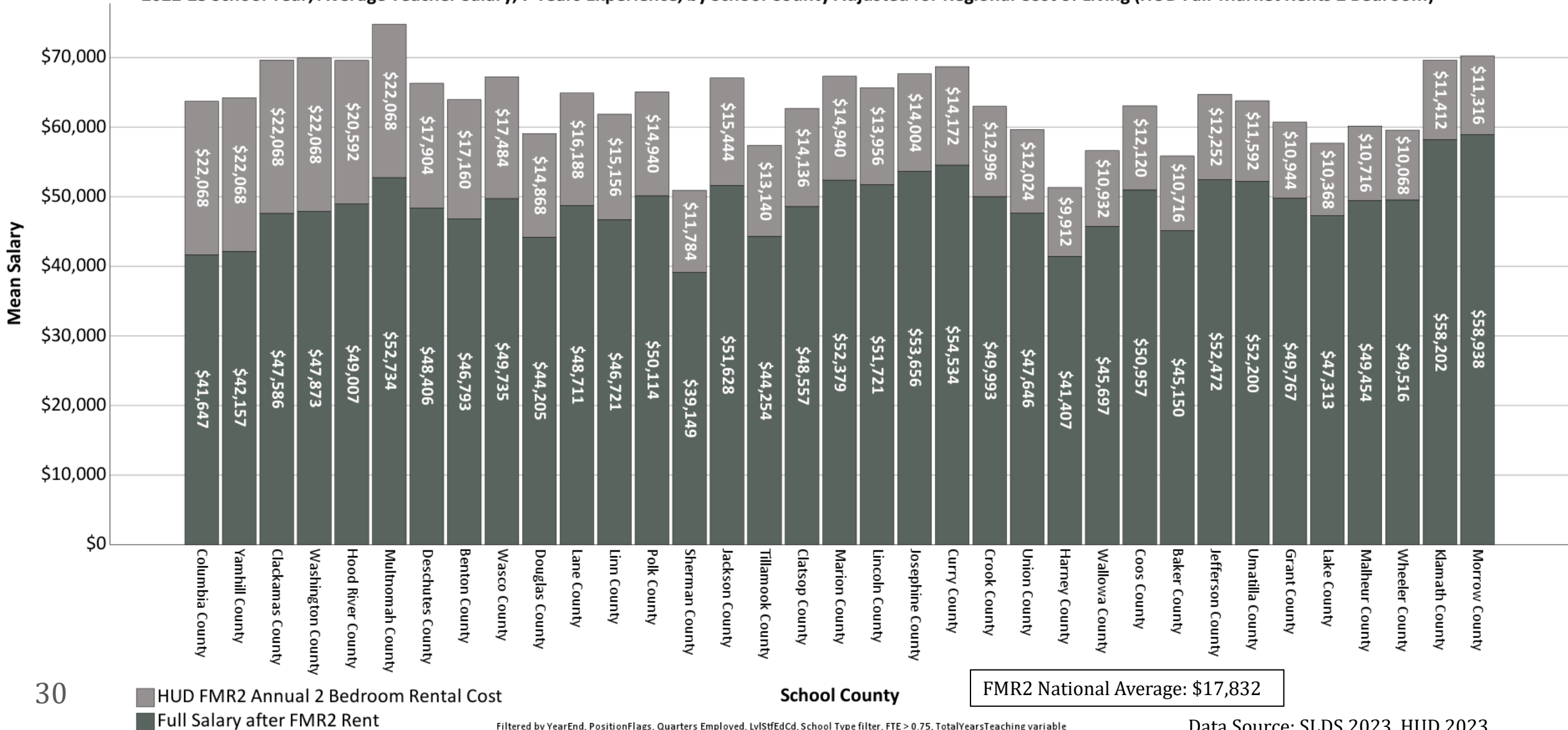
Oregon Regional Trends in Teacher Salaries: 7 Years Experience

2022-23 School Year, Average Teacher Salary, 7 Years Experience by District, Percent of Salary for Regional Cost of Living (HUD Fair Market Rents 2 Bedroom)



Oregon Regional Trends in Teacher Salaries: 7 Years Experience

2022-23 School Year, Average Teacher Salary, 7 Years Experience, by School County Adjusted for Regional Cost of Living (HUD Fair Market Rents 2 Bedroom)



Oregon Regional Data, Average Salaries for New Teachers

Data sources

Oregon Statewide Longitudinal Data System (SLDS)
(2022-23)

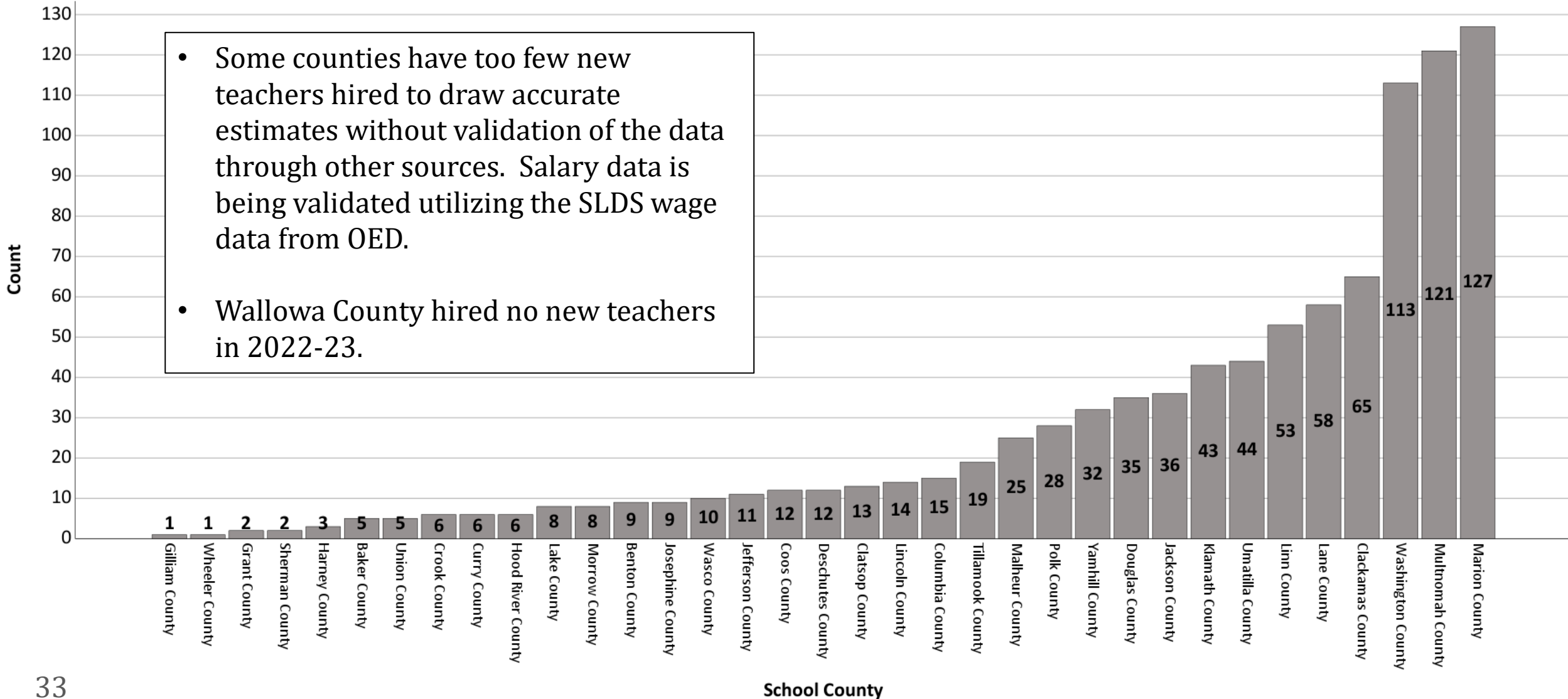


Overview of Oregon Regional New Teacher Salaries

- 3** New teachers in a third of Oregon counties could not qualify to rent a below average 2-bedroom apartment based on their salaries.
- New teacher salaries vary across the state from roughly \$42,000 to \$57,000 a year.
 - Counties also have differing distributions of new teacher levels of education. Bachelor's level new teachers are paid less than Master's level new teachers which likely accounts for some of this variation in average new teacher salary.
 - Suburban counties appear to be the least competitive for salaries adjusted for regional cost of living.
 - Contract data was collected from the Oregon School Board Association for 94 of the school districts. Contracts are lower than actual salaries for new teachers in most counties.

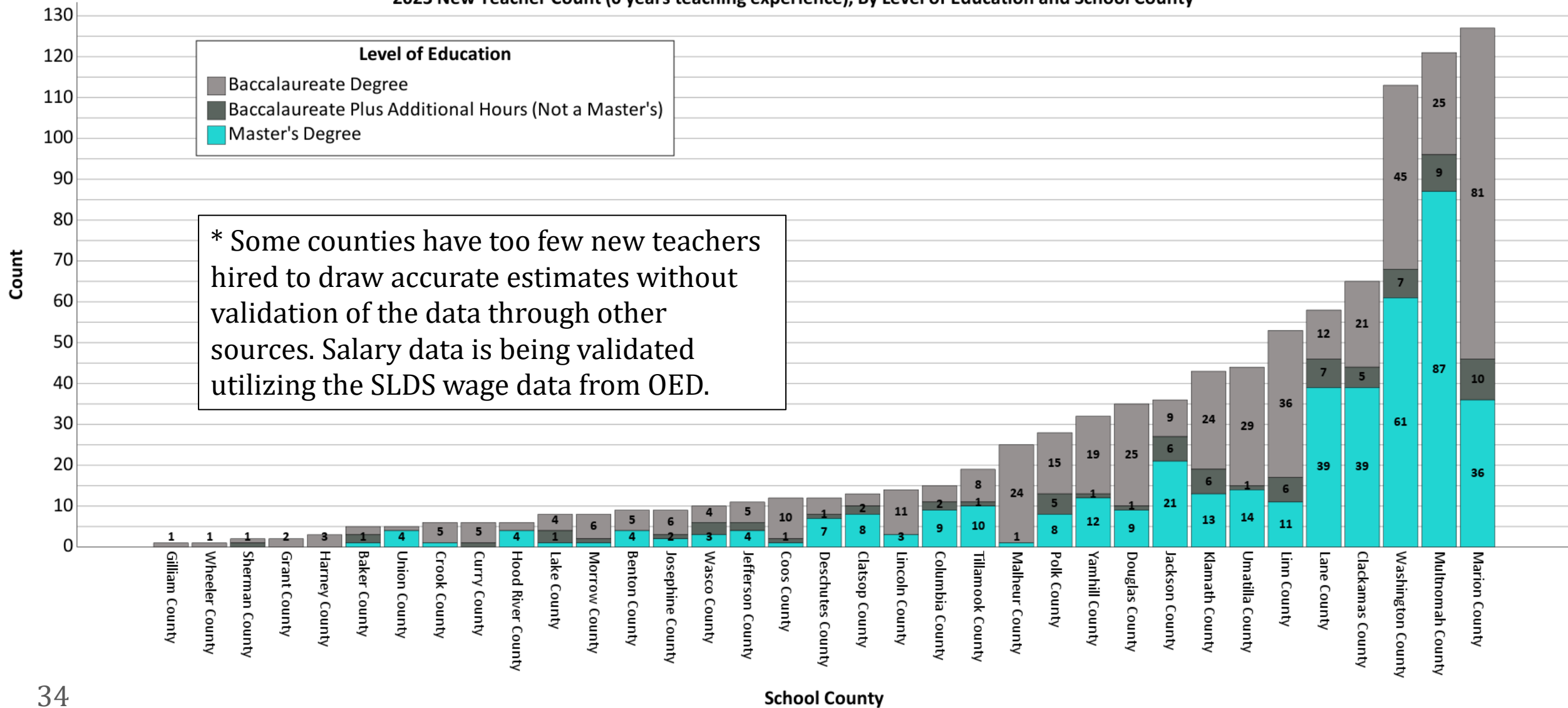
Oregon Regional Trends in New Teacher Counts

2023 New Teacher Count (0 years teaching experience), Bachelor's through Master's, by School County



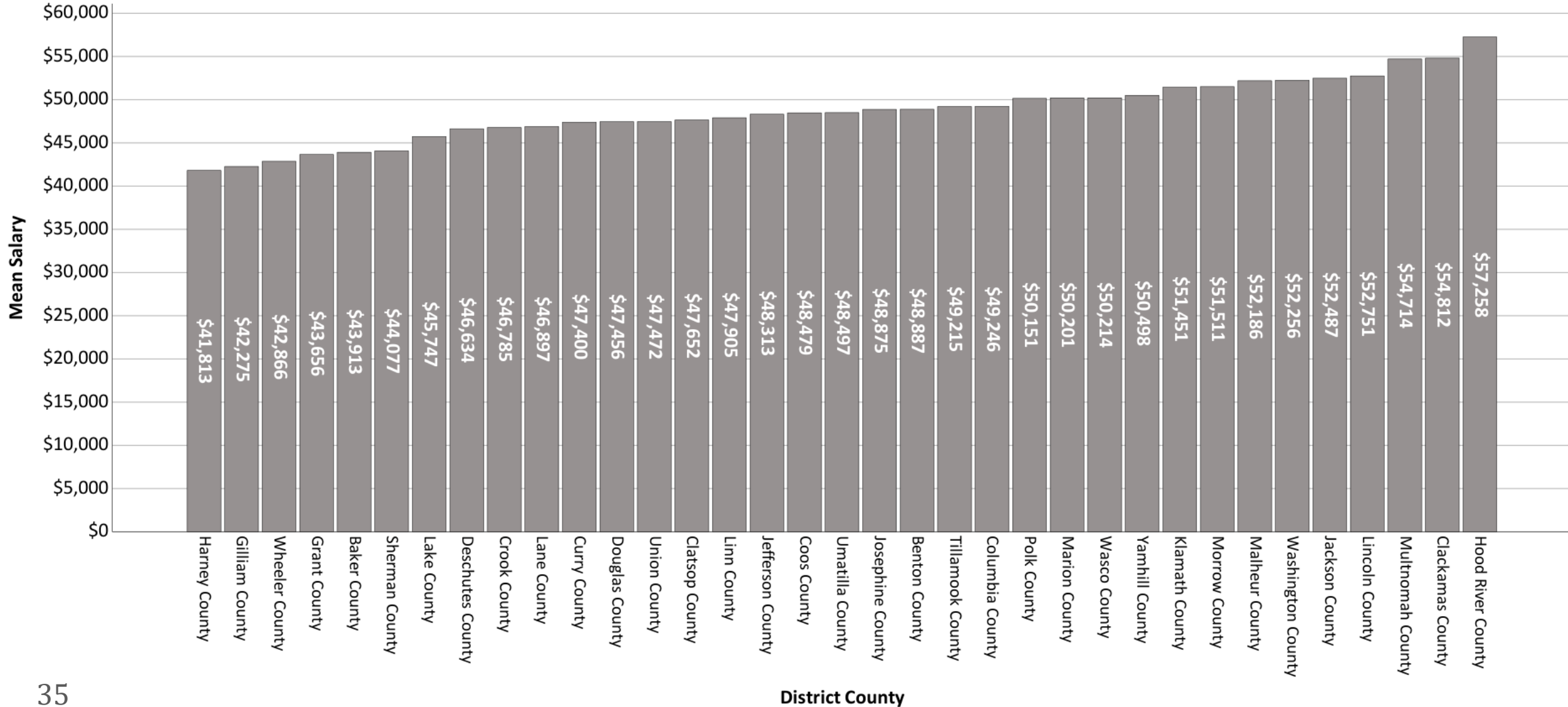
Oregon Regional Trends in New Teacher Counts

2023 New Teacher Count (0 years teaching experience), By Level of Education and School County

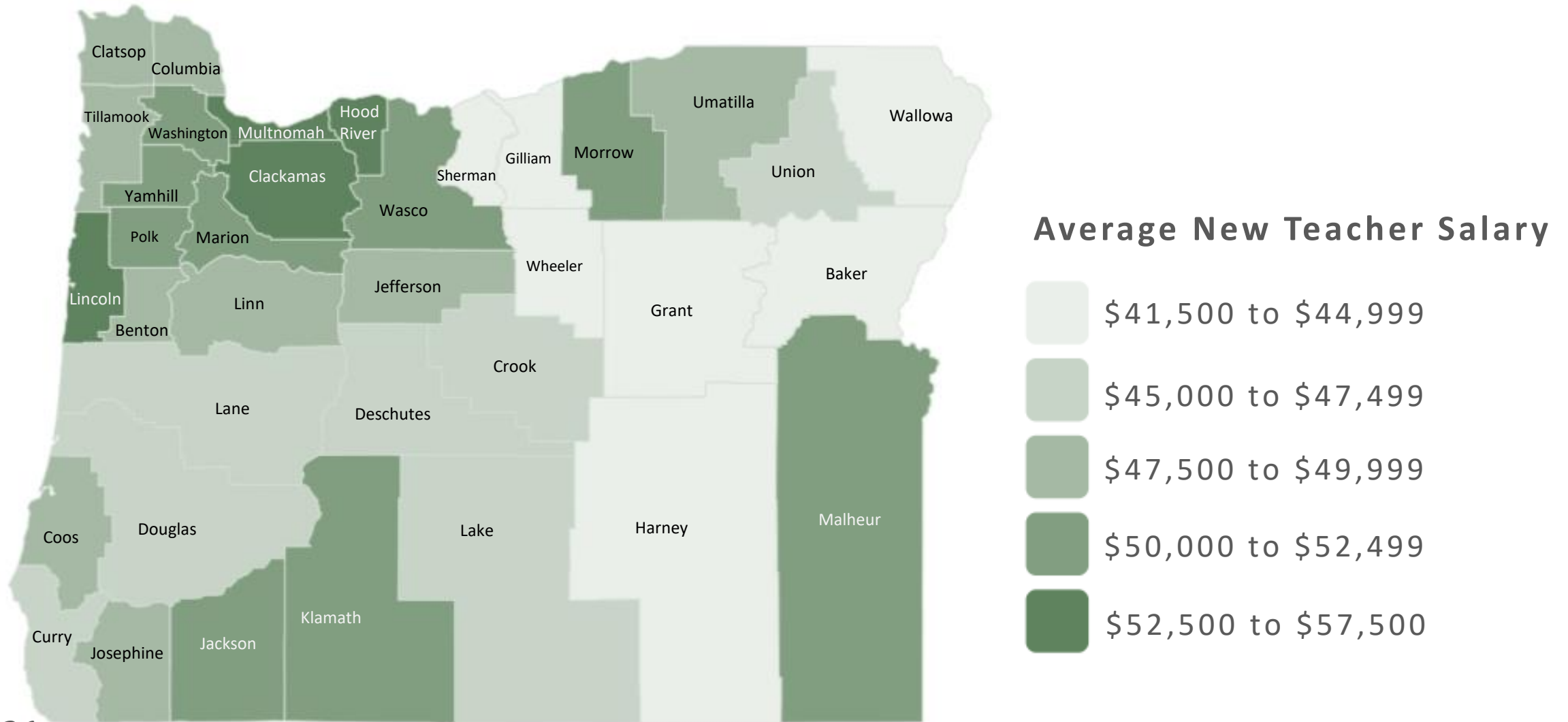


Oregon Regional Trends in New Teacher Salaries

2023 Average New Teacher Salary (Bachelor's through Master's) by District County

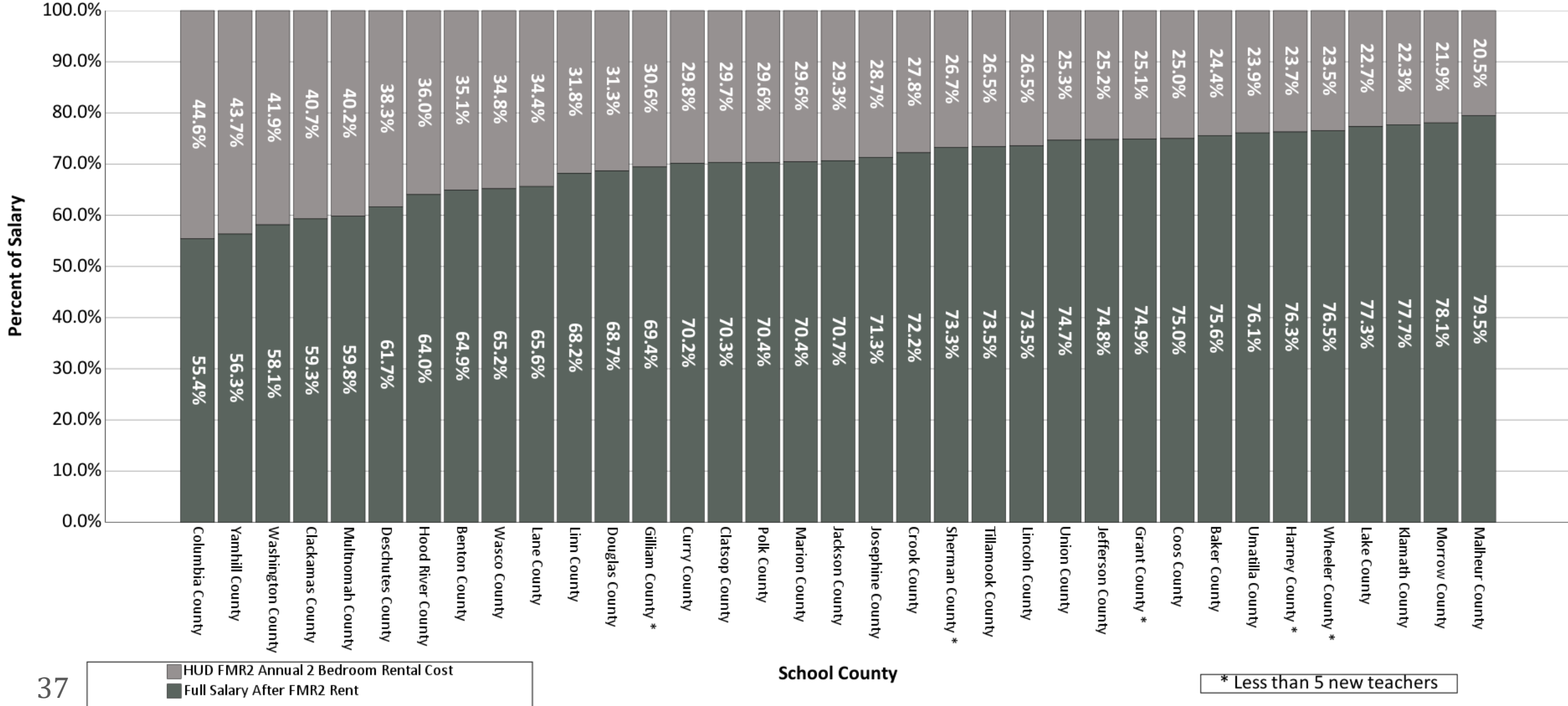


Oregon Regional Trends in New Teacher Salaries

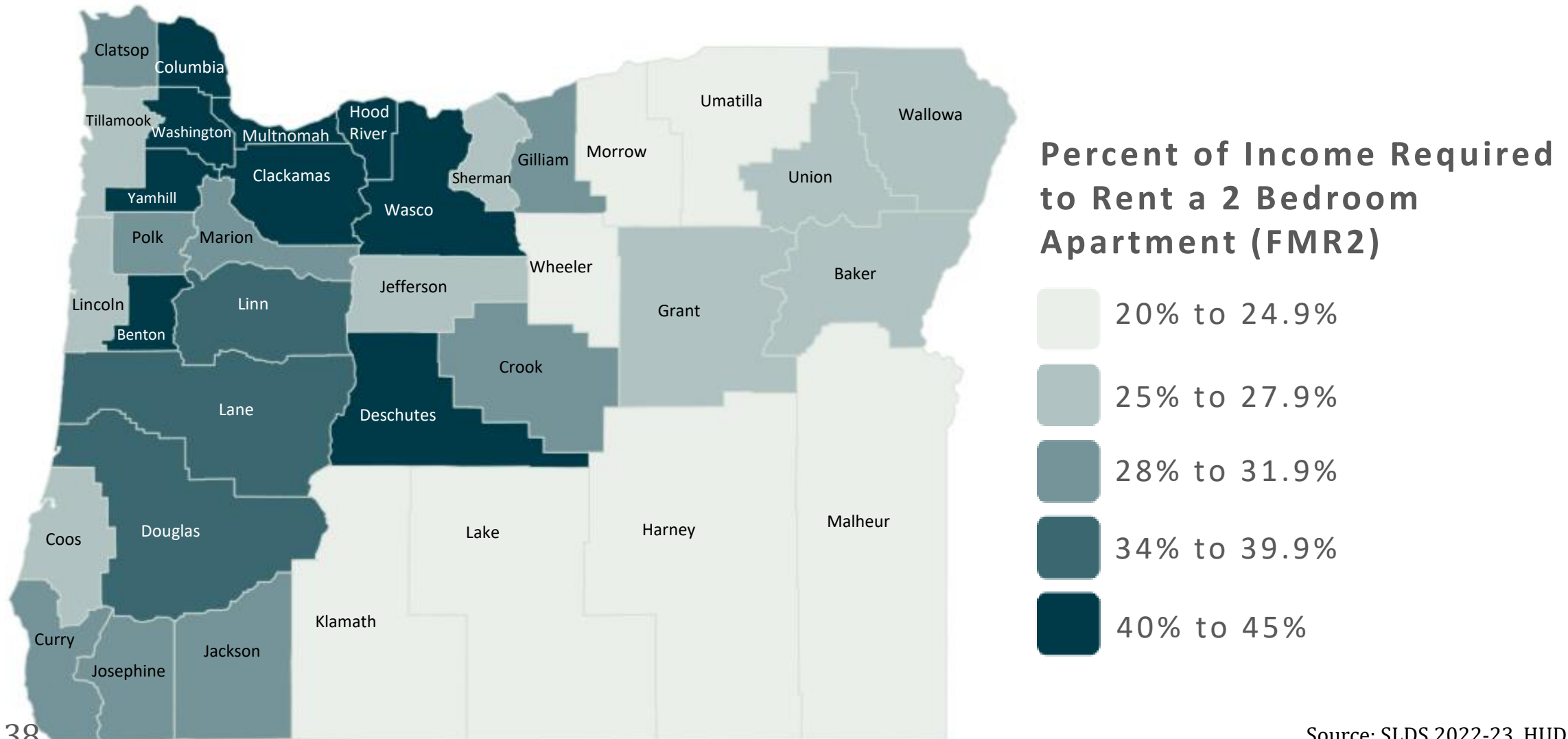


Oregon Regional Trends in New Teacher Salaries

2023 Average New Teacher Salary (Bachelor's through Master's) by School County, Percent of Salary for Regional Cost of Living (HUD Fair Market Rents 2 Bedroom)

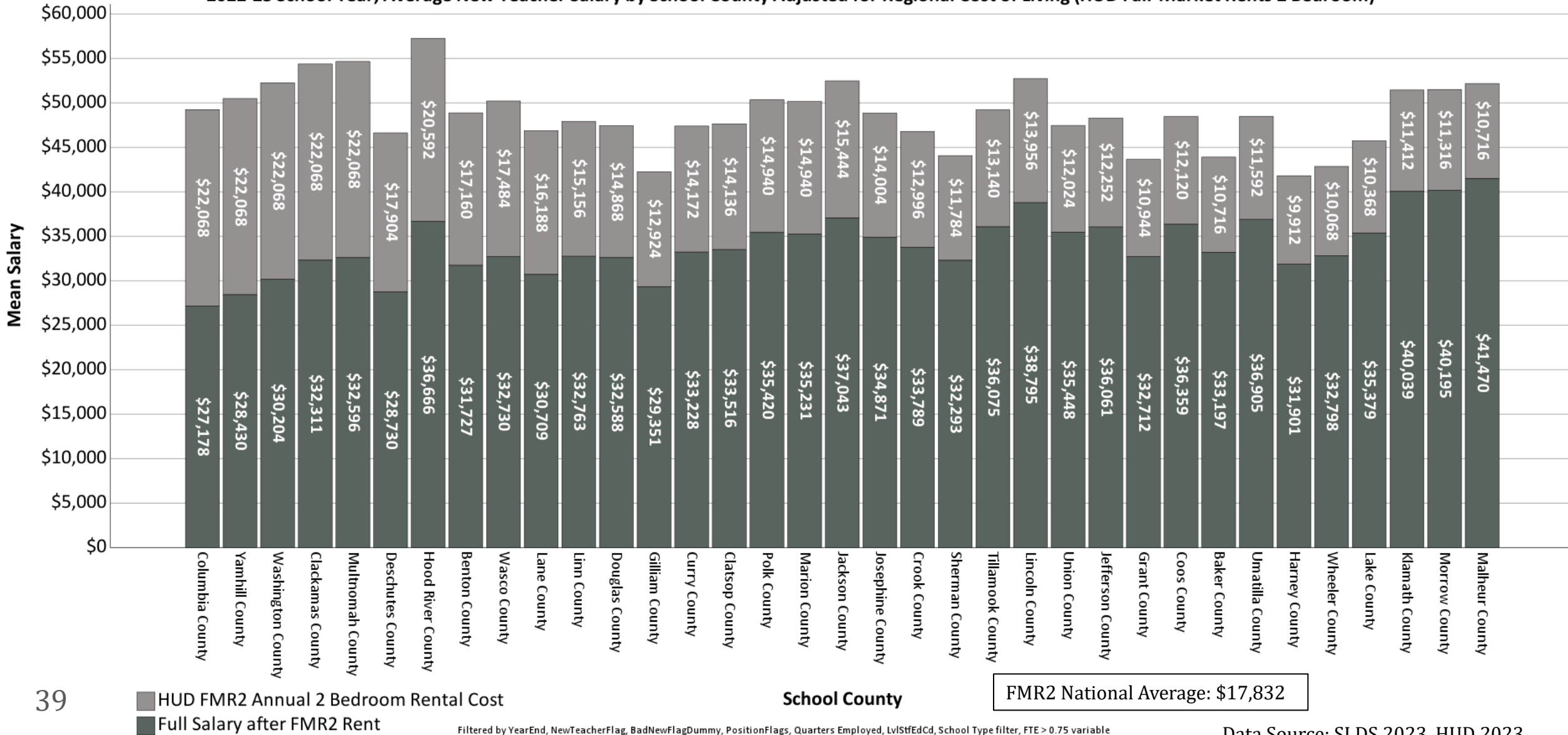


Oregon Regional Trends in New Teacher Salaries

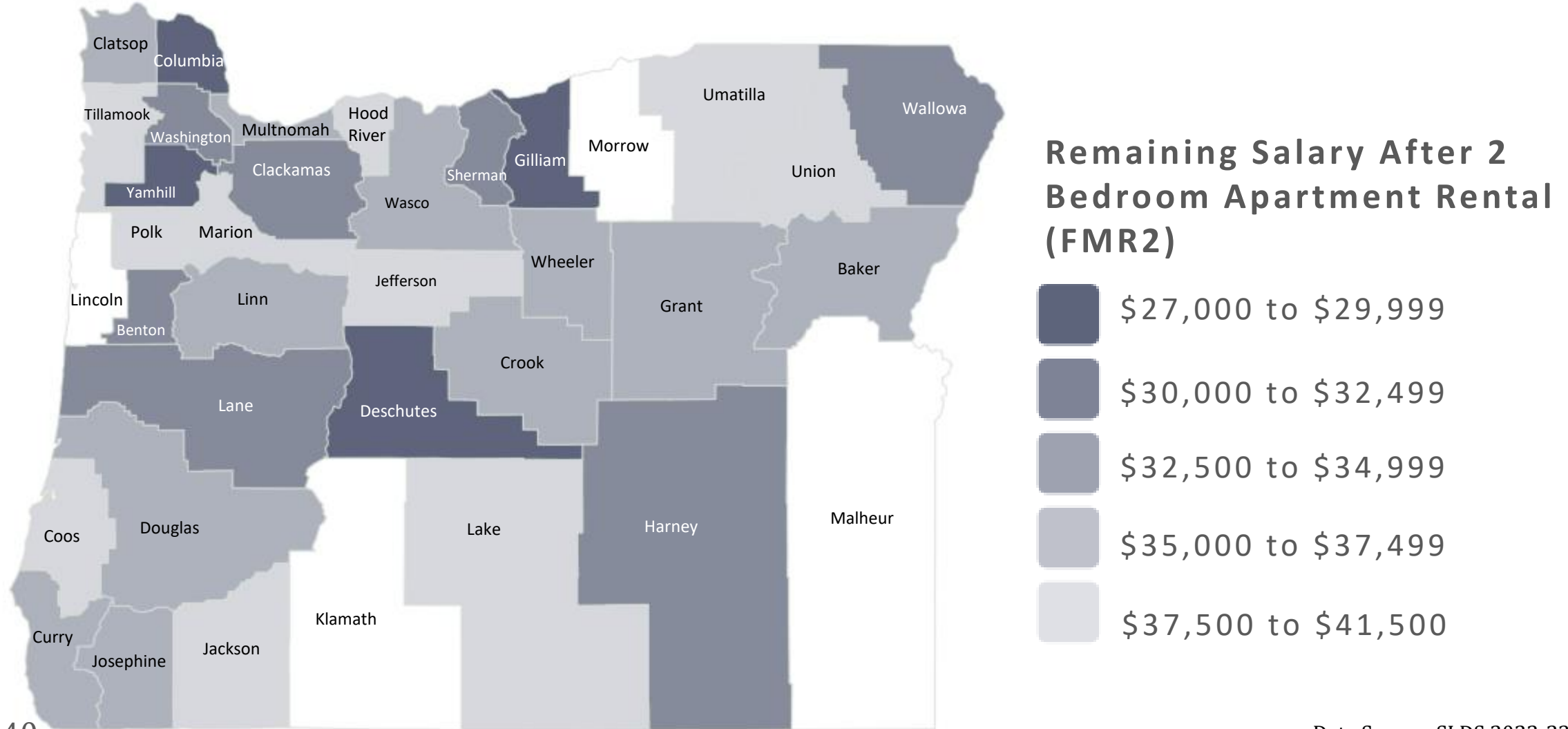


Oregon Regional Trends in New Teacher Salaries

2022-23 School Year, Average New Teacher Salary by School County Adjusted for Regional Cost of Living (HUD Fair Market Rents 2 Bedroom)



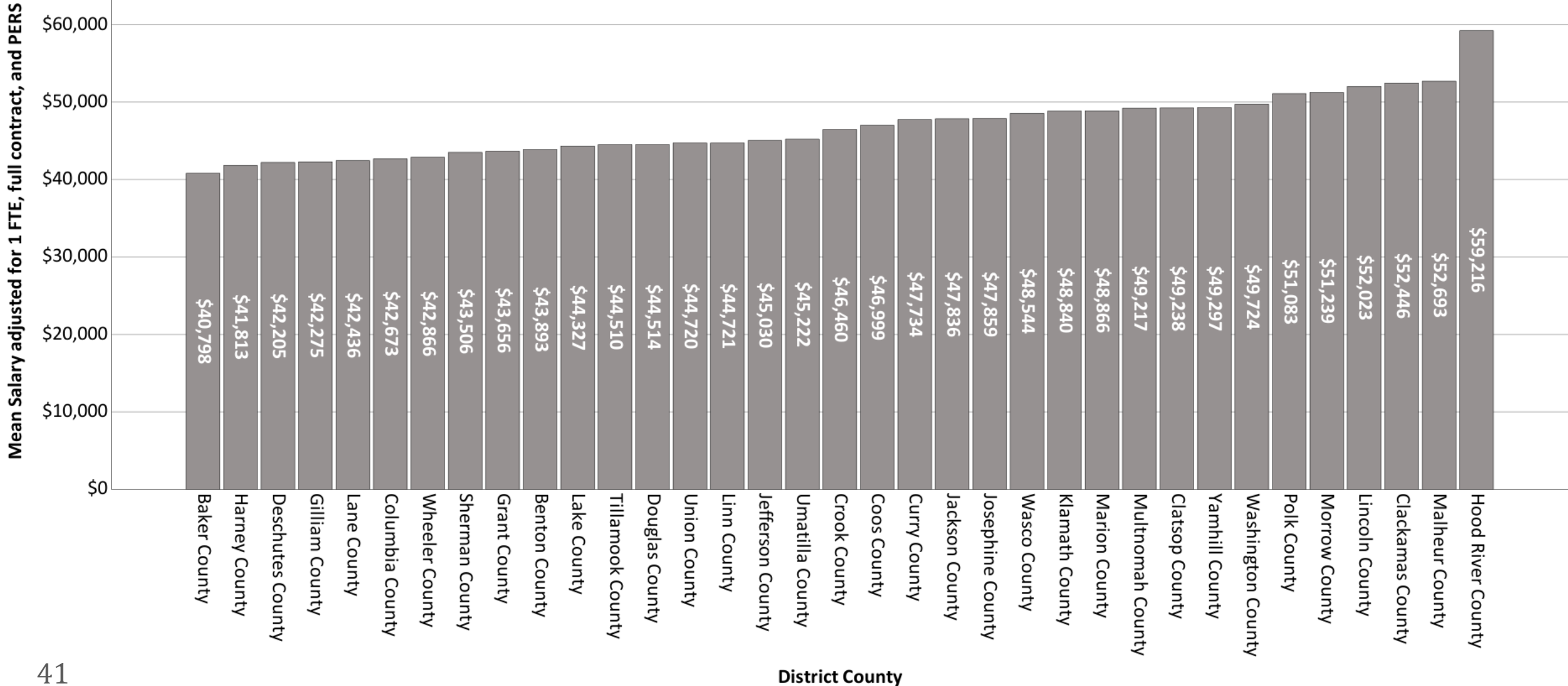
Oregon Regional Trends in New Teacher Salaries



OLDC Estimates of Starting Teacher Salary

(Bachelor's, No Graduate Credits, 0 Years Teaching Experience)

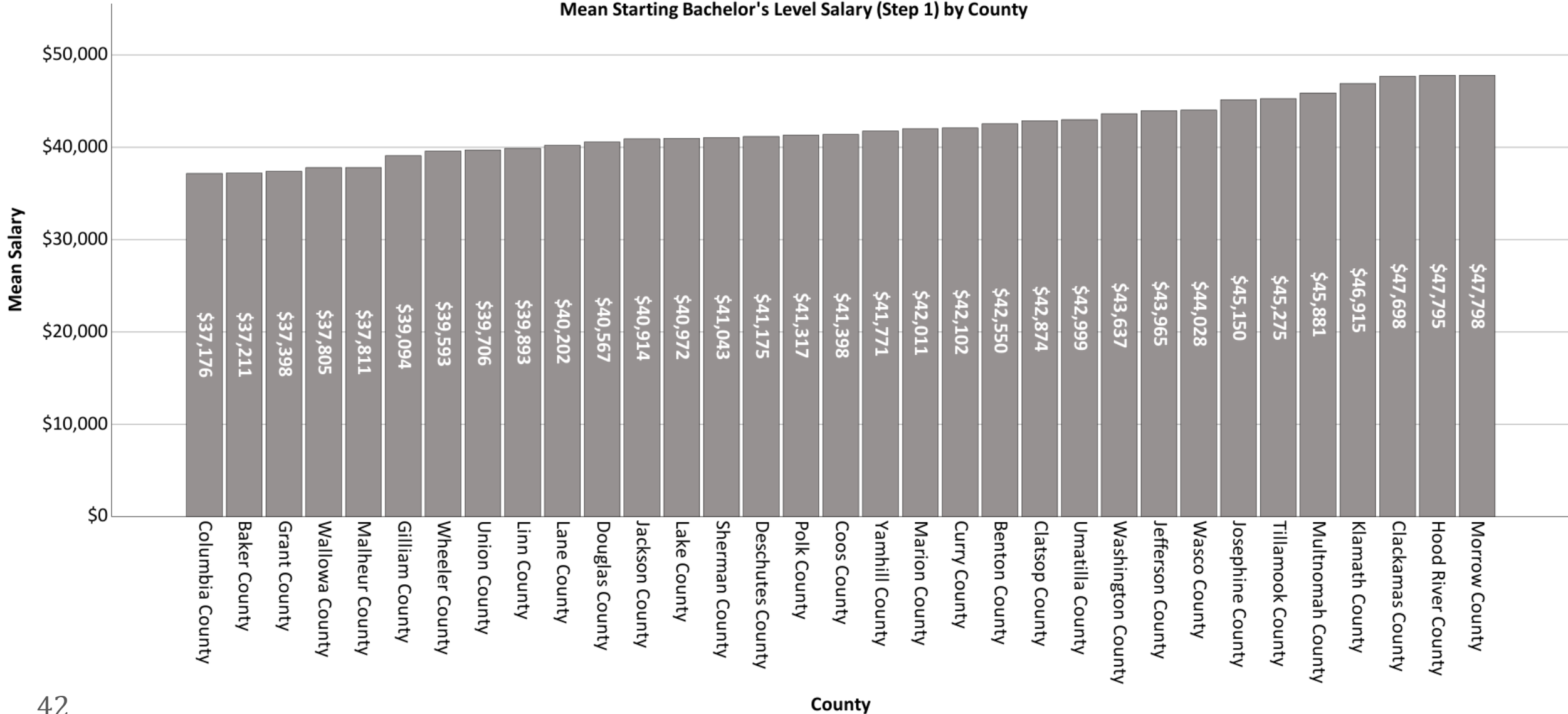
Simple Bar Mean of Salary adjusted for 1 FTE, full contract, and PERS by District County



Oregon School Board Association Data on Teacher Contracts

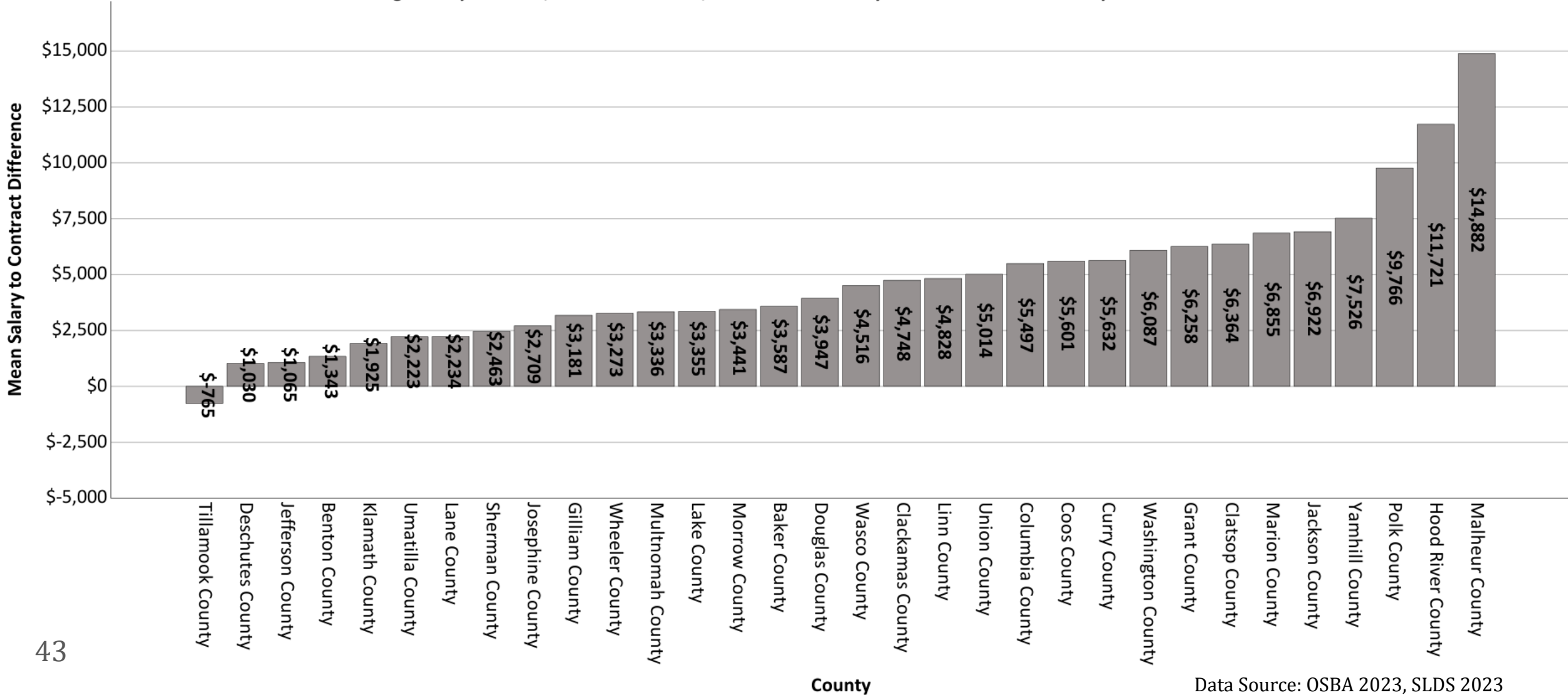
(Bachelor's, No Graduate Credits, Step 1)

Mean Starting Bachelor's Level Salary (Step 1) by County



Difference between Average Salary and Contract Salary

Difference between Average Salary for 1 FTE, Full Contract Year, PERS Adjusted Salary and Stated Contract Salary for Bachelor's Level New Teachers



National Trends in Teacher Supply & Demand

Data sources



Employment National Trends (BLS 2022)

Graduation National Trends (IPEDS 2020)

*2019-2020 school year was chosen to avoid pandemic data issues

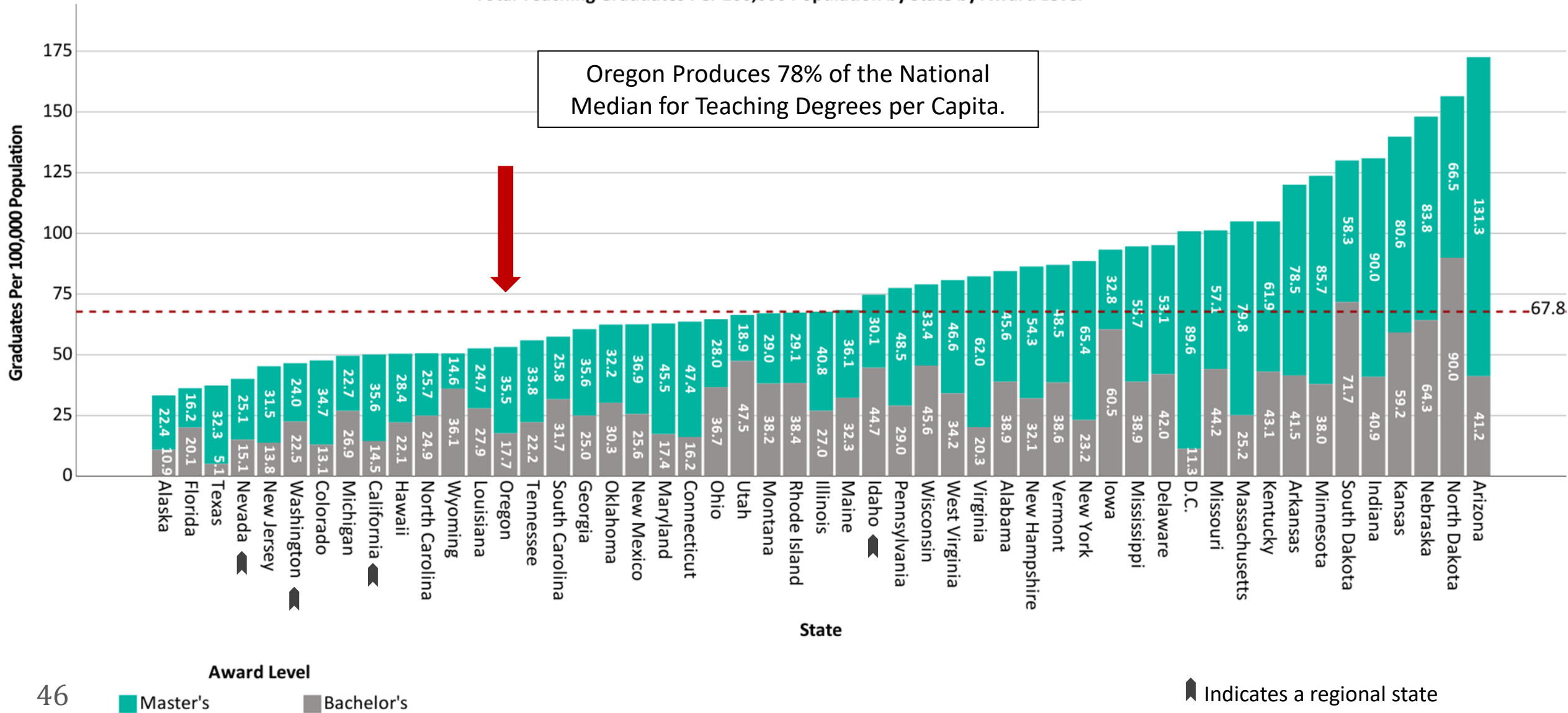


Overview of National Trends in Teacher Supply and Demand

-  Oregon's Educator Preparation Programs are not meeting national benchmarks for the number of teaching degrees per capita.
-  Oregon has a shortage of teachers across all levels of K-12 compared to national benchmarks and BLS data.

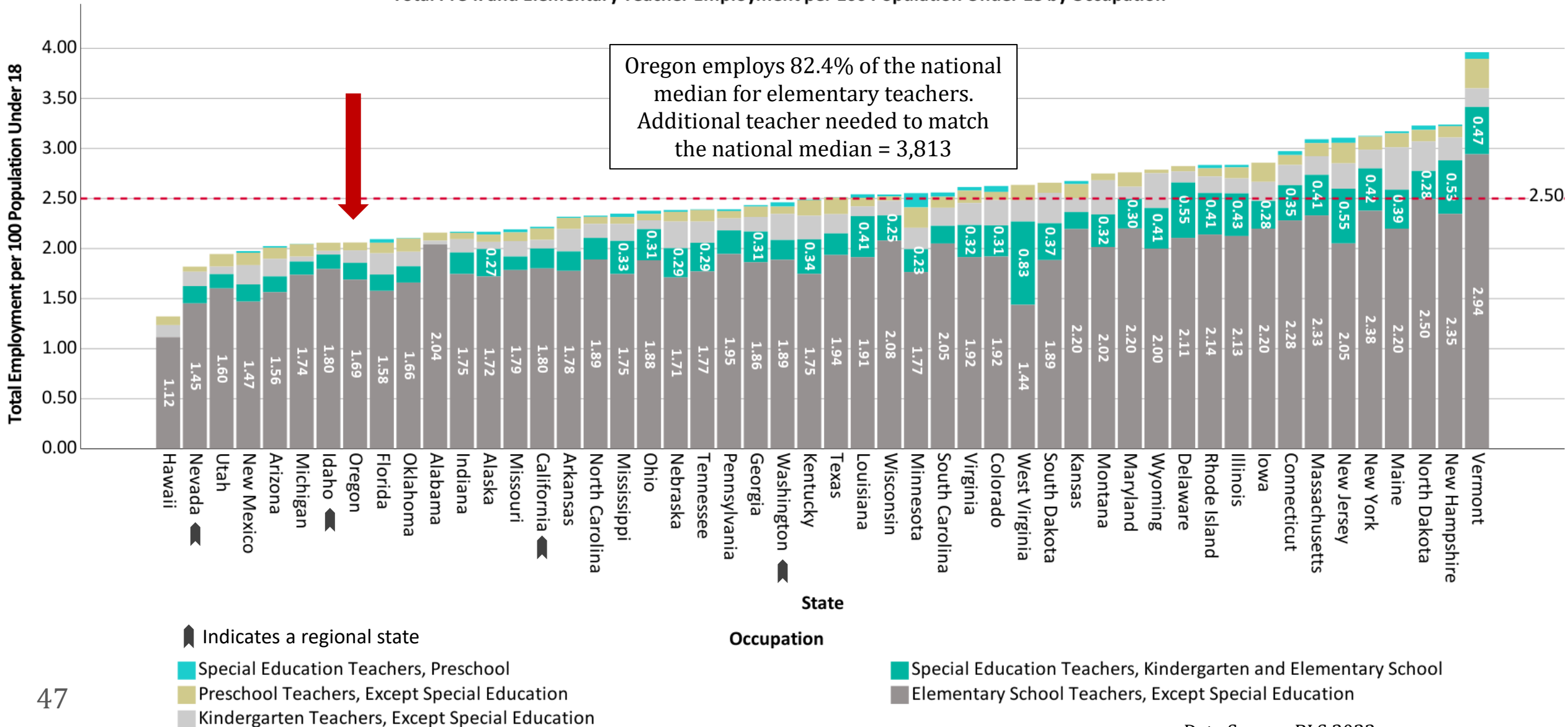
National Trends in Teaching Degrees

Total Teaching Graduates Per 100,000 Population by State by Award Level



National Trends in Teacher Employment

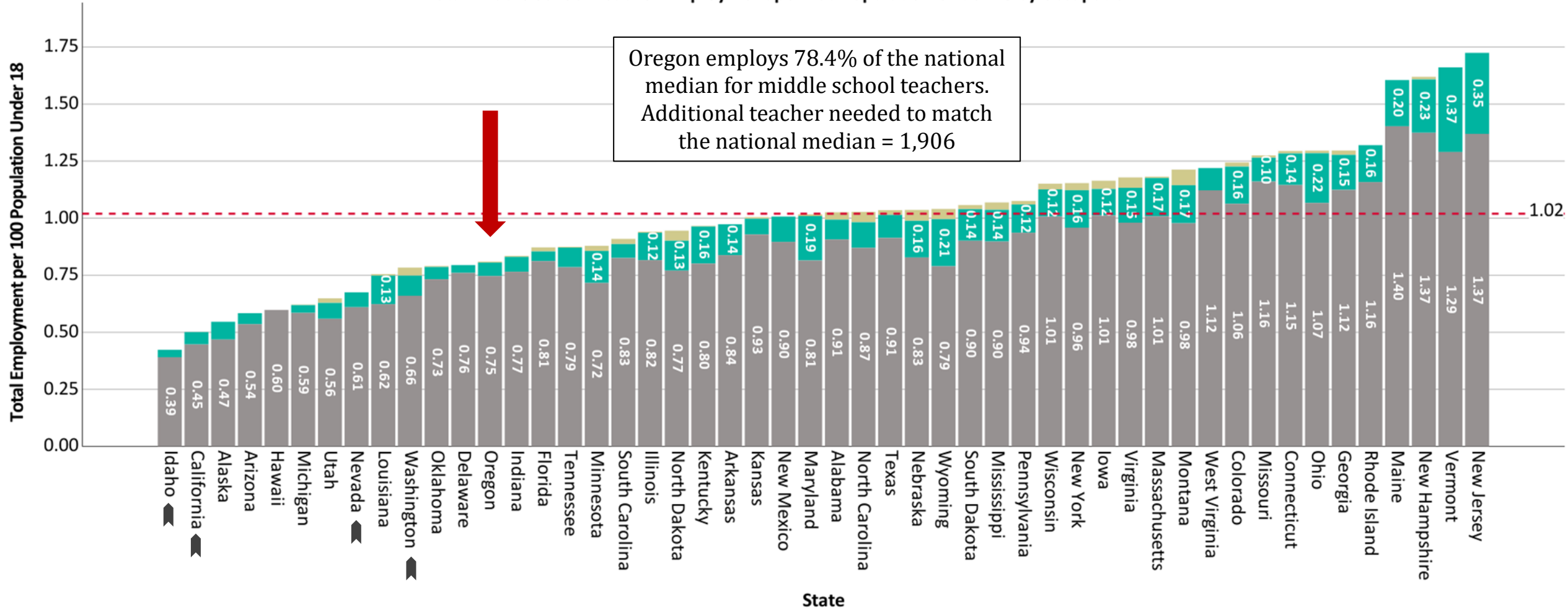
Total Pre-k and Elementary Teacher Employment per 100 Population Under 18 by Occupation



Data Source: BLS 2022

National Trends in Teacher Employment

Total Middle School Teacher Employment per 100 Population Under 18 by Occupation



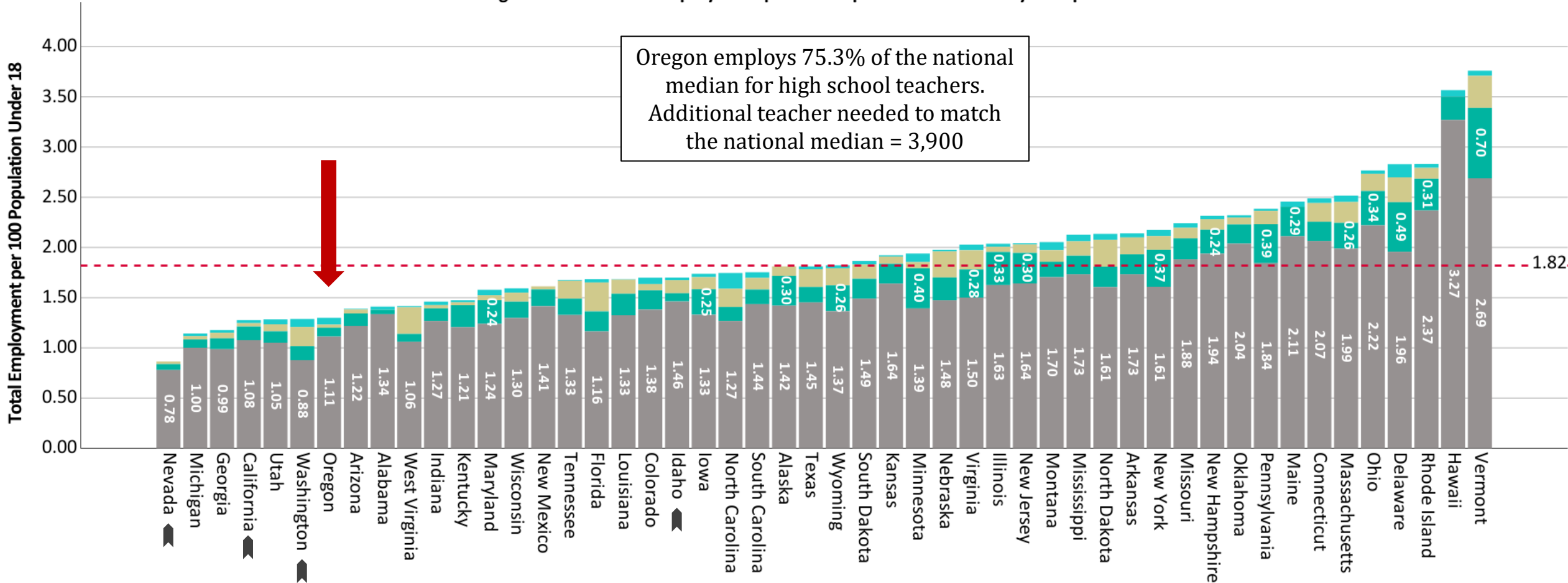
■ Career/Technical Education Teachers, Middle School
■ Special Education Teachers, Middle School
■ Middle School Teachers, Except Special and Career/Technical Education

▶ Indicates a regional state

Data Source: BLS 2022

National Trends in Teacher Employment

Total High School Teacher Employment per 100 Population Under 18 by Occupation



Occupation

- Adult Basic Education, Adult Secondary Education, and English as a Second L
- Career/Technical Education Teachers, Secondary School
- Special Education Teachers, Secondary School
- Secondary School Teachers, Except Special and Career/Technical Education
- ⚡ Indicates a regional state

Important Initial Findings on Teacher Supply and Demand

1

Nationally, Oregon average teacher salaries and new teacher salaries are competitive.

2

New Oregon teacher salaries are not competitive with regional states.

3

New teachers in a third of Oregon counties could not qualify to rent a below average 2-bedroom apartment based on their salaries.

4

Oregon's Educator Preparation Programs (EPPs) are not producing as many graduates per capita as national benchmarks.

5

Oregon has a shortage of teachers across all levels of K-12 compared to national benchmarks, and regional states.

Next Steps in the Full Study

(Projected Publication: Spring 2024)

- Analysis of Special Education teacher salaries and employment trends.
- Analysis of educator demand for every region of Oregon.
- Connecting with Washington's Office of the Superintendent of Public Instruction to track how many of Oregon's graduates end up working in Washington.
- Surveying Educator Preparation Programs on barriers to expansion of programs, and limits to student recruitment.
- Analysis of teacher retention rates for every region of Oregon.
- Tracking Oregon Educators that end employment with ODE that enter into different employment in Oregon.

Questions?

Ben Tate

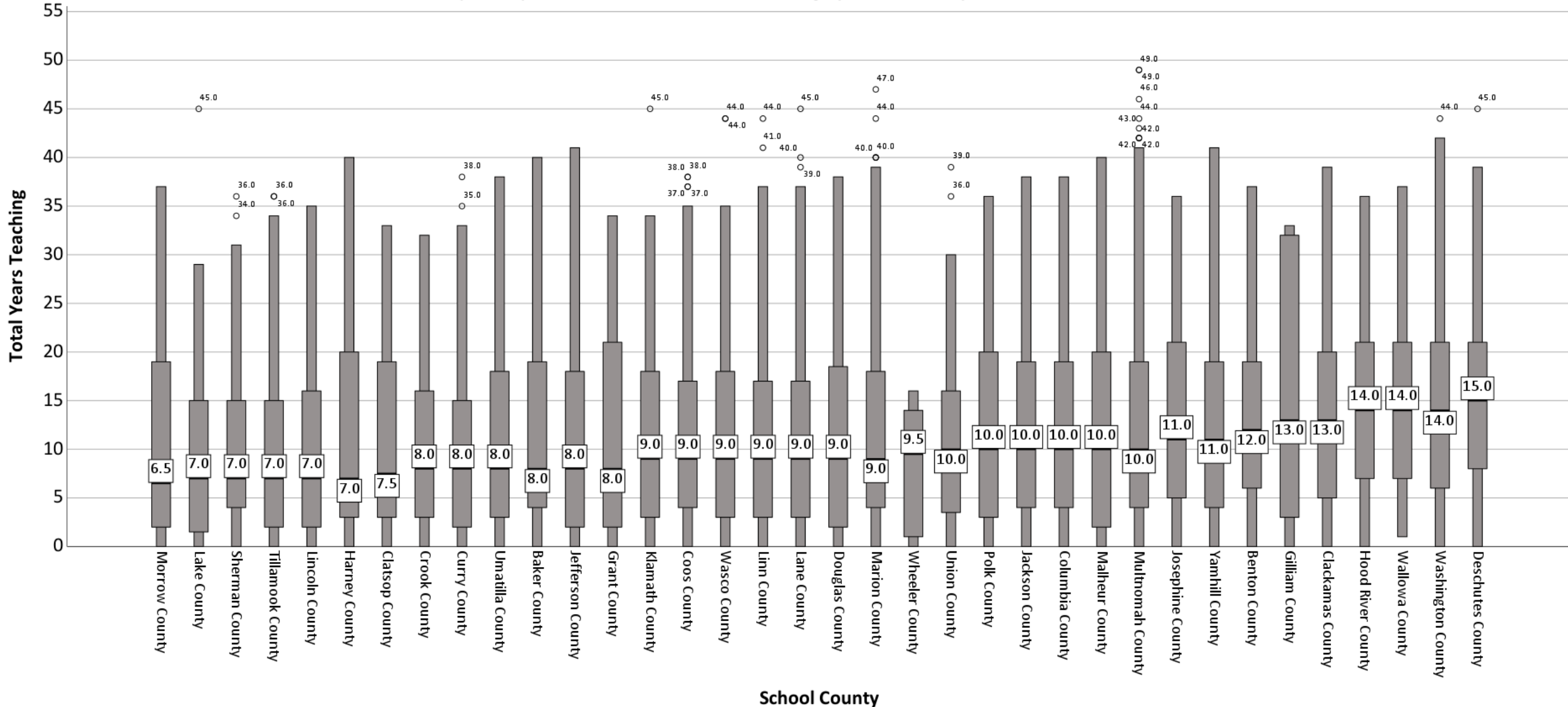
OLDC Director

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oregon.gov/highered/research/Pages/OLDC.aspx

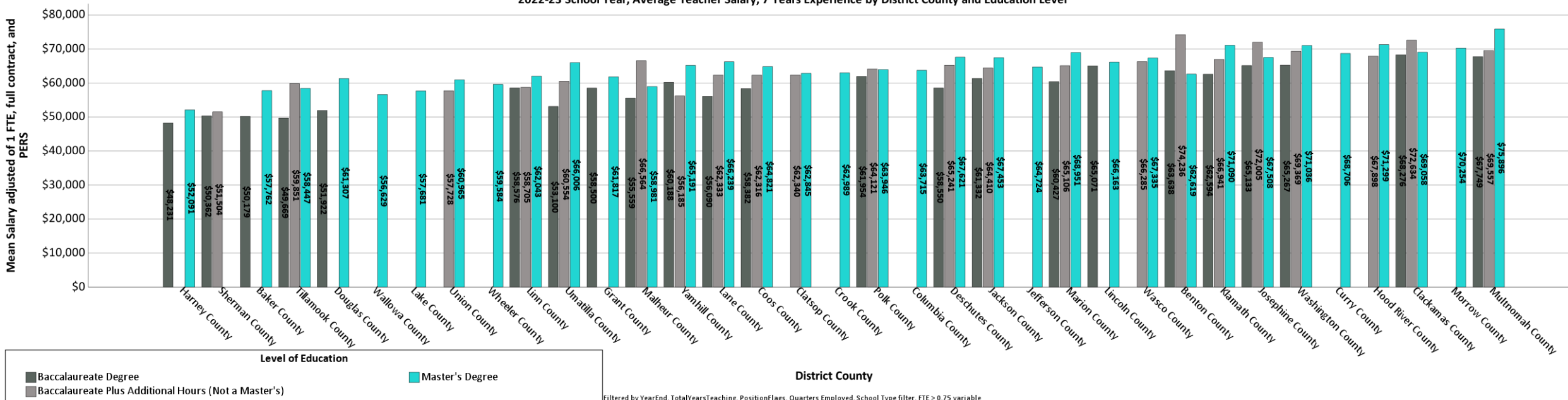
Appendix: Distribution of Years of Experience of Teachers by County

Simple Boxplot of Median Total Years Teaching by School County, 2022-23 School Year



Appendix: Oregon Regional Trends in Teacher Salaries: 7 Years Experience by Education Level

2022-23 School Year, Average Teacher Salary, 7 Years Experience by District County and Education Level



Filtered by YearEnd, TotalYearsTeaching, PositionFlags, Quarters Employed, School Type filter, FTE > 0.75 variable

Data Source: SLDS 2023