

Floridians' Views of K-12 Public School Personnel, Compensation and Salary

MARCH 2022

The COVID-19 pandemic has been one of the greatest challenges for K-12 public school personnel. Employee burnout is growing and the K-12 worker shortage has reached crisis levels. Even when COVID-19 subsides, the K-12 employee shortage likely will not dissipate. **Many K-12 employees are leaving the profession earlier than expected and fewer are pursuing a career in education.**



The National Institute on Retirement Security polled Floridians on their views about K-12 school teachers and personnel, their salary and benefits. Here's what we learned.

Floridians highly value K-12 public school teachers and personnel.

96%

say public school teachers and personnel are **important to their community.**

89%

say they **deserve more respect.**

84%

say their **pay should be increased.**

Floridians are deeply concerned about K-12 public school teachers and personnel.

74%

are concerned that **fewer people are going into education.**

73%

are **concerned about staff burnout.**

72%

are **worried about staff shortages.**

Floridians say the TOP FIVE WAYS to attract and retain teachers and school personnel are...



Better pay
87%



More funding and resources for schools
87%



More generous healthcare benefits
87%



Smaller class sizes
85%



More generous pension benefits
83%



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Floridians say healthcare and retirement benefits are magnets for attracting and retaining K-12 school personnel and these benefits should be protected.



of Floridians say **healthcare benefits are a good tool to attract and retain** teachers and school personnel.



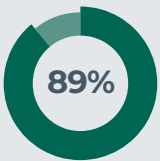
agree **school personnel should have healthcare benefits** through their employer **while working and in retirement.**



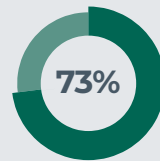
agree **pensions help attract and retain** K-12 employees.



of Floridians say that because of inflation, K-12 employee **pensions should have a cost-of-living adjustments** similar to Social Security.



say **teachers and school personnel should have a pension** so they have a secure retirement after a career in education.



of Floridians agree that teacher & school personnel **pensions should never be replaced with 401(k)-style retirement accounts.**



Regarding efforts in Florida to change K-12 employee pensions, Floridians support teacher choice and pensions.

87%

of Floridians say **pensions help incentivize long teaching careers** in Florida, which benefits children, schools, and communities.

81%

say it is **unfair to offer pensions to some Florida public employees**, like police officers and firefighters, **but not teachers.**

82%

of Floridians say K-12 personnel **should continue to have a choice between a pension and a 401(k) account.**

79%

say **any changes to teacher retirement benefits should not raise costs** to Florida taxpayers.

81%

say Florida teachers **should have a pension to compensate** for the fact that on average, **45 states pay their teachers more.**

74%

agree that Florida teachers have a **better chance at a secure retirement with a pension plan rather than a 401(k) account.**

METHODOLOGY

Conducted by Greenwald Research, information for this study was collected from online interviews in December 2021. A total of 1,005 individuals aged 25 and older completed the national survey, and 105 Floridians completed the survey. The final data were weighted by age, gender, and income to reflect the demographics of Americans aged 25 and older. The sample was selected using Dynata, an online sample provider. Tabulations in some of the charts may not add up to 100 due to rounding. The national polling is available at www.nirsonline.org/research/teacherpoll.

