

# A Conversation on National Teacher and New Mexico Teacher Workforce Trends

John D. Abraham  
Co-Director Center for Worker Benefits  
and Capital Strategies  
American Federation of Teachers  
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# Teacher Workforce Trends

## National

- Larger
- Older
- Less Experienced
- Profession is Less Stable

## New Mexico

- Larger
- Older
- Unclear
- Unclear



# The Teaching Workforce Has Grown Significantly Larger Nationally, and in New Mexico in the Past 25 Years

## National

- In 1987 there were about **2.3M** teachers nationally, in 2012 there were **3.4M**
- An increase of **48%**

## New Mexico

- In 1986\* there were **45,311** active participants in the New Mexico ERB retirement plan, and in 2012 there were **60,855**
- An increase of **34%**

Sources:

National: NCES Digest of Education Statistics:, Number and percentage distribution of teachers in public and private elementary and secondary schools, by selected teacher characteristics: Selected years, 1987-88 through 2011-12

New Mexico figures: data from the New Mexico Educational Retirement Board (ERB) 2012 Comprehensive Annual Financial Report (CAFR)



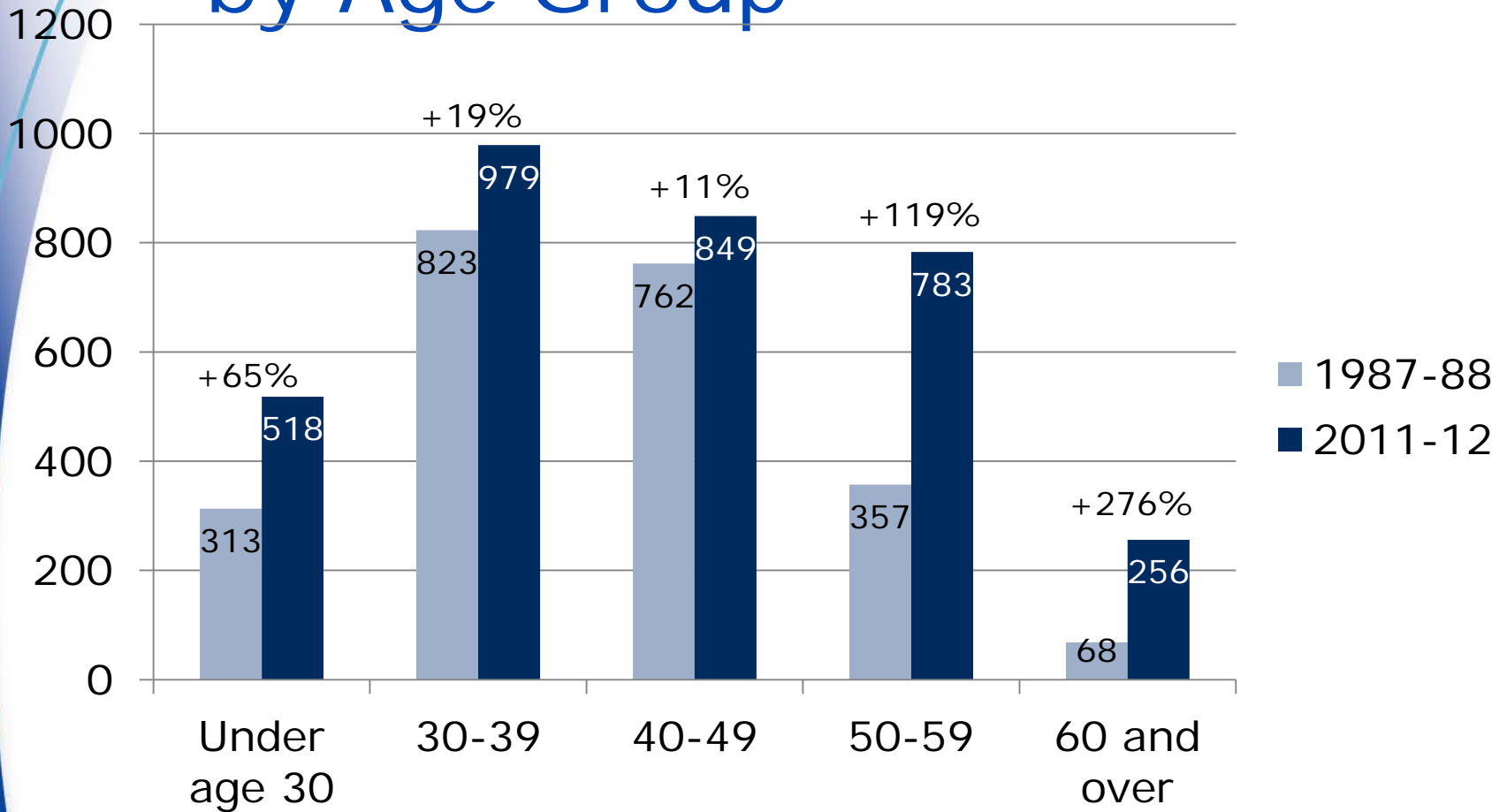
# National Age Distribution of Teachers

Age	1987-88	2011-12	# and % change 1987-2012
Under 30	313,000; 14%	518,000; 18%	205,000; 65%
30-39	823,000; 35%	979,000; 26%	156,000; 20%
40-49	762,000; 33%	849,000; 24%	87,000; 11%
50-59	357,000; 15%	783,000; 26%	426,000; 119%
60 and over	68,000; 3%	256,000; 6%	188,000; 276%
Total	2,323,000; 100%	3,385,000; 100%	1,062,000; 80%

Source: Digest of Education Statistics, Number and percentage of teacher in public and private elementary and secondary schools by selected teacher characteristics, 1987-88-2011-12

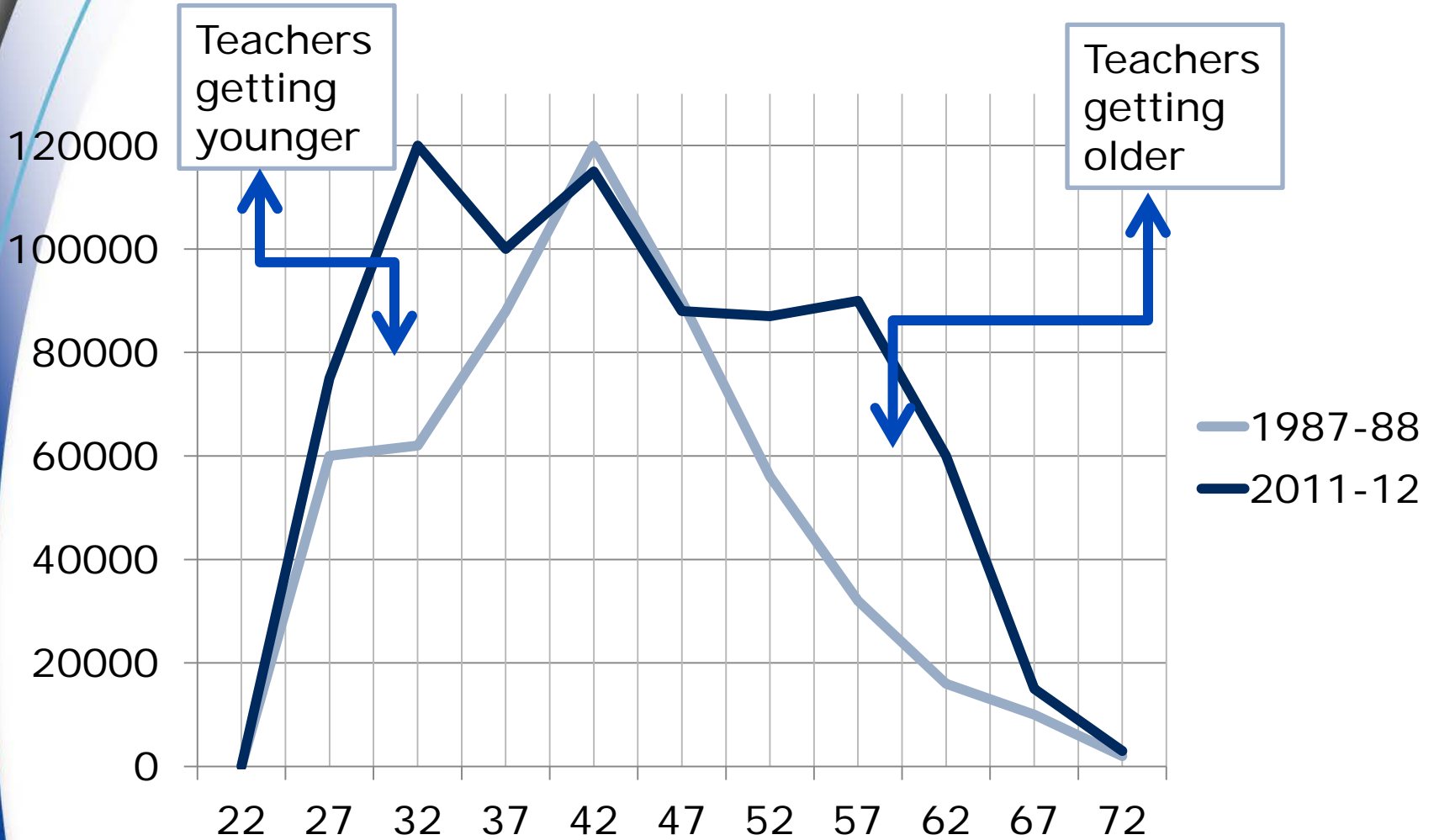


# Number and % Change of Teachers by Age Group





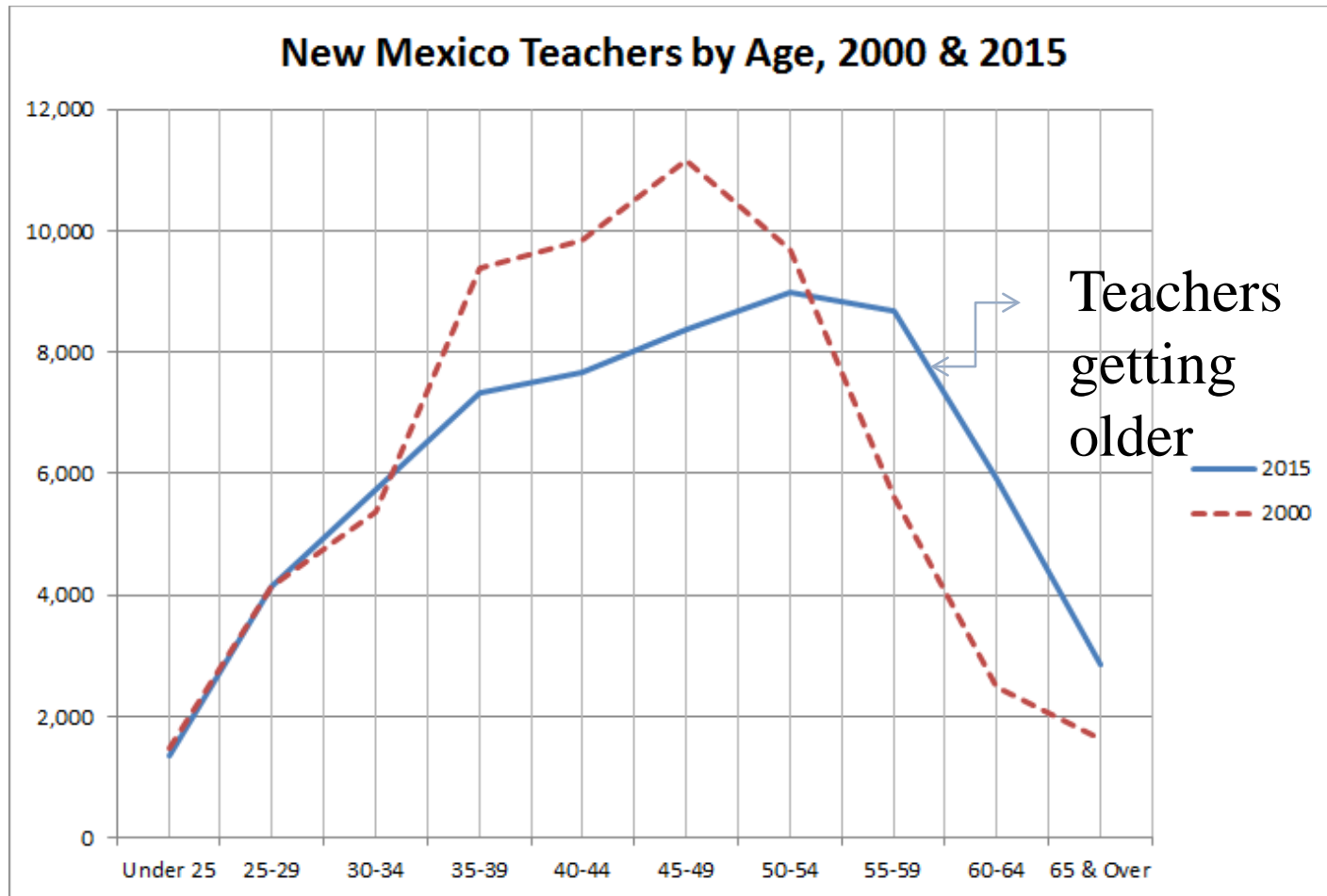
# National Age of School Teachers, 1987 and 2012 (25 Years)



Source: *Seven Trends: The Transformation of the Teaching Force* (Ingersoll et. al, 2014)



# School Teachers in New Mexico by Age, 2000 and 2015 (15 Years)

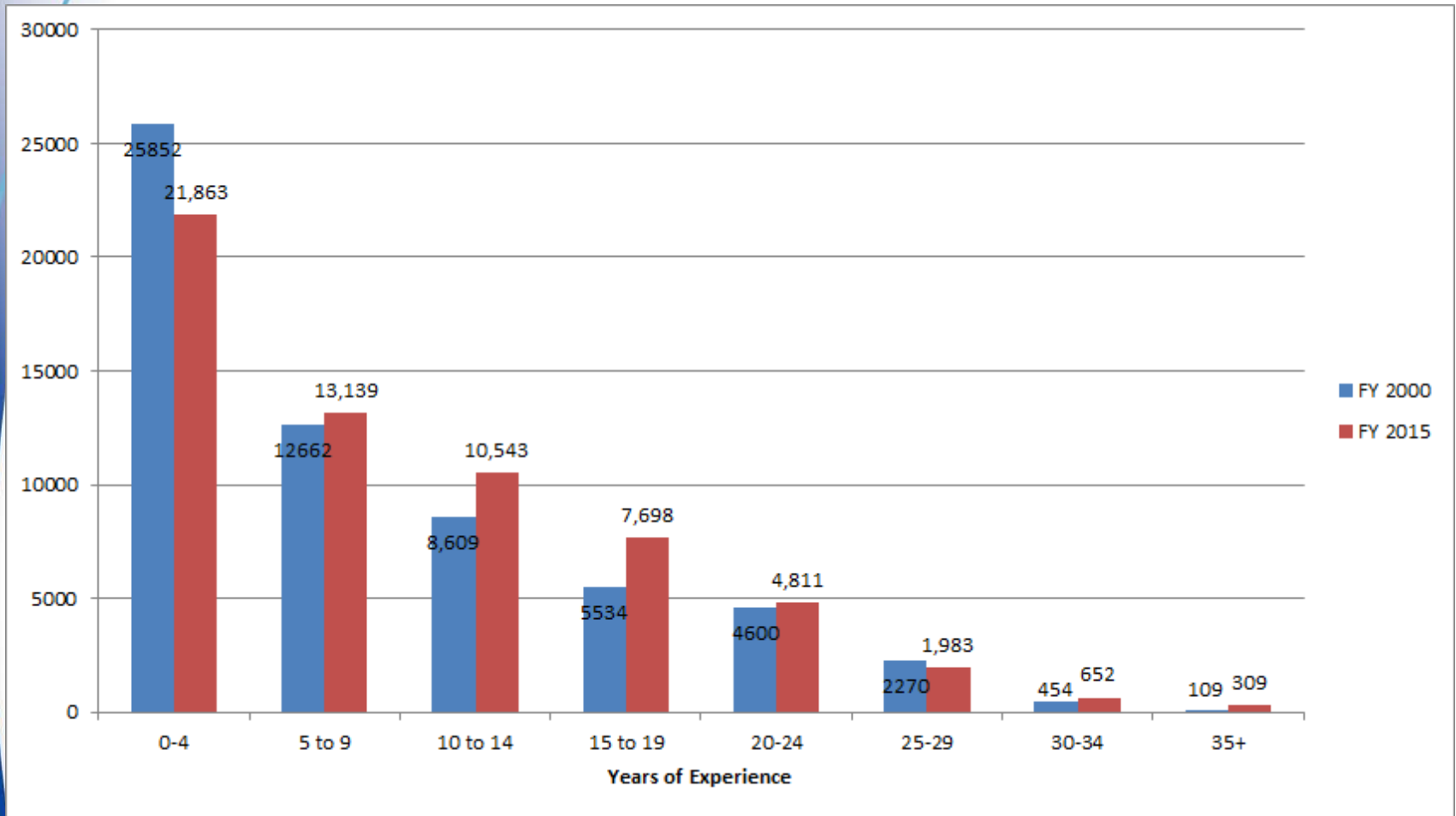


Source: New Mexico ERB CAFR 2000, New Mexico ERB CAFR 2015

\*Note: Publicly accessible data only available dating back to 2000 for New Mexico ERB



# New Mexico Teachers in 2015 are More Experienced than in 2000







# New Mexico 2000 & 2015 Active Membership Distribution

2000 Active Membership Distribution									
	<u>under 5</u> <u>years</u>	<u>5 to 9</u>	<u>10 to 15</u>	<u>15 to 19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35 &amp; Over</u>	<u>TOTAL</u>
Under 30	5151	456	6	0	0	0	0	0	5613
30-39	9392	3587	1460	317	20	0	0	0	14776
40-49	7090	5224	3651	2576	1994	477	1	0	21013
50-59	3512	2748	2852	2228	2132	1496	313	22	15303
60+	707	647	640	413	454	297	140	87	3385
<b>TOTAL</b>	25852	12662	8609	5534	4600	2270	454	109	60090

2015 Active Membership Distribution									
	<u>under 5</u> <u>years</u>	<u>5 to 9</u>	<u>10 to 14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35 &amp; Over</u>	<u>TOTAL</u>
Under 30	4985	473	8	0	0	0	0	0	5466
30-39	6832	3,899	1,994	333	5	0	0	0	13063
40-49	4659	3,668	3,476	2,814	1,259	148	3	0	16027
50-59	3626	3,234	3,354	3,298	2,596	1,153	346	70	17677
60+	1761	1,865	1,711	1,253	951	682	303	239	8765
<b>TOTAL</b>	21863	13139	10543	7698	4811	1983	652	309	60998

Source: NMERB CAFR 2000 & 2015



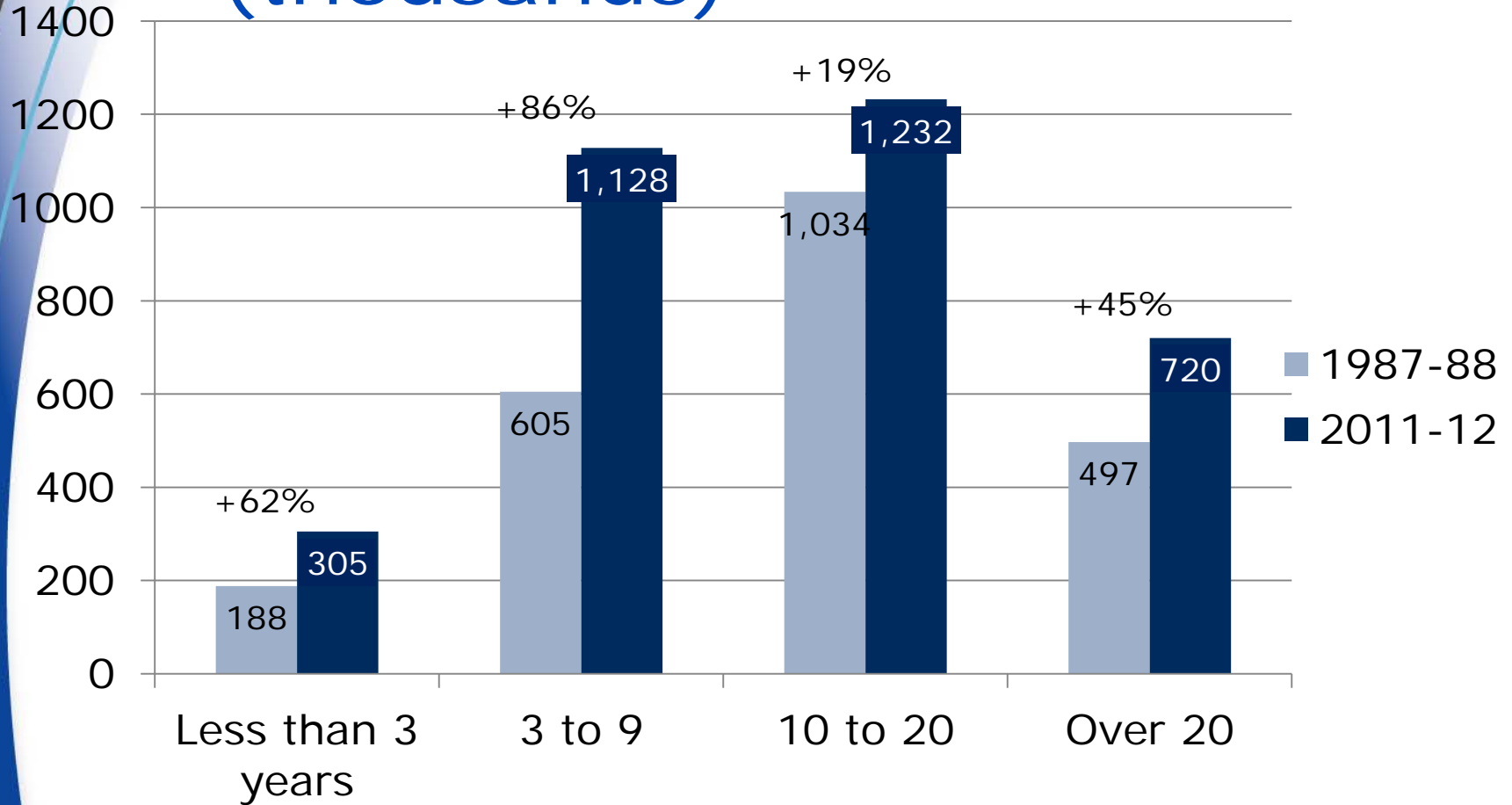
# National Distribution of Teachers by Years of Service

Years of Full-Time Teaching Experience	1987-88	2011-12	# and % change 1987-2012
Less than 3 years	188,000; 8%	305,000; 13%	117,000; 62%
3 to 9	605,000; 26%	1,128,000; 34%	523,000; 86%
10 to 20	1,034,000; 45%	1,232,000; 29%	198,000; 19%
Over 20	497,000; 21%	720,000; 24%	223,000; 45%
Total	2,323; 100%	3,385,000; 100%	1,062; 46%

Source: Digest of Education Statistics, Number and percentage of teacher in public and private elementary and secondary schools by selected teacher characteristics, 1987-88-2011-12



# Number and % Change of Teachers by Years of Service, (thousands)





# Possible Reasons for the National Teacher Surge

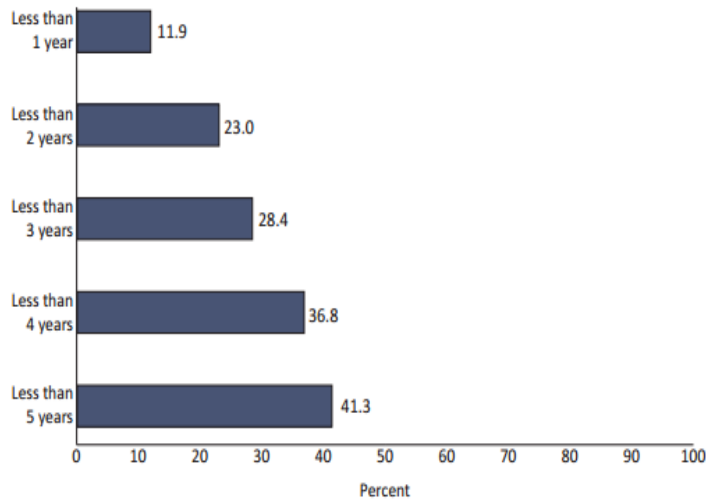
- Private school hiring wave (both religious and non-religious)
- Growth of Charter Schools
- Drive for smaller class sizes
- Growth in pre-k, special Ed, bilingual and computer science teachers (especially at Jr. and Sr. high schools)
- Growth in math and science teachers

Source: *Seven Trends: The Transformation of the Teaching Force* (Ingersoll et. al, 2014)



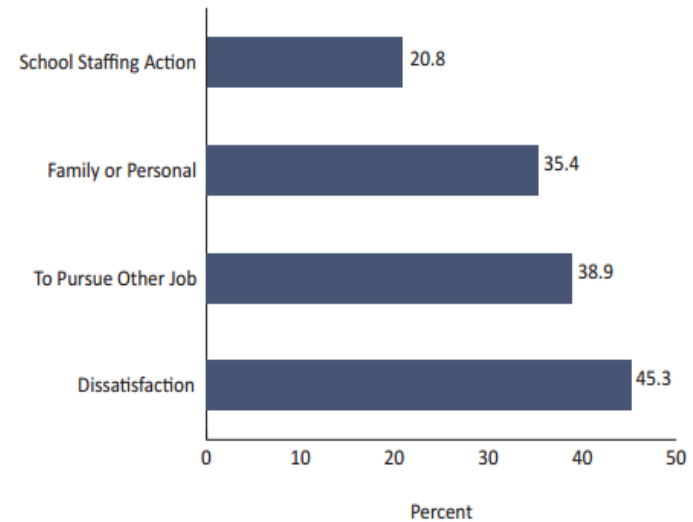
# Nationally, Teaching has Become Less Stable

Figure 12. Cumulative Percent Attrition of Beginning Teachers, by Years of Experience, 1993-03



Source: Perda, D. 2013. Transitions Into and Out of Teaching: A Longitudinal Analysis of Early Career Teacher Turnover. PhD Dissertation, University of Pennsylvania.

Figure 14. Percent 1<sup>st</sup>-Yr. School Teachers Reporting that Various Reasons were Important for their Attrition, 2008-09

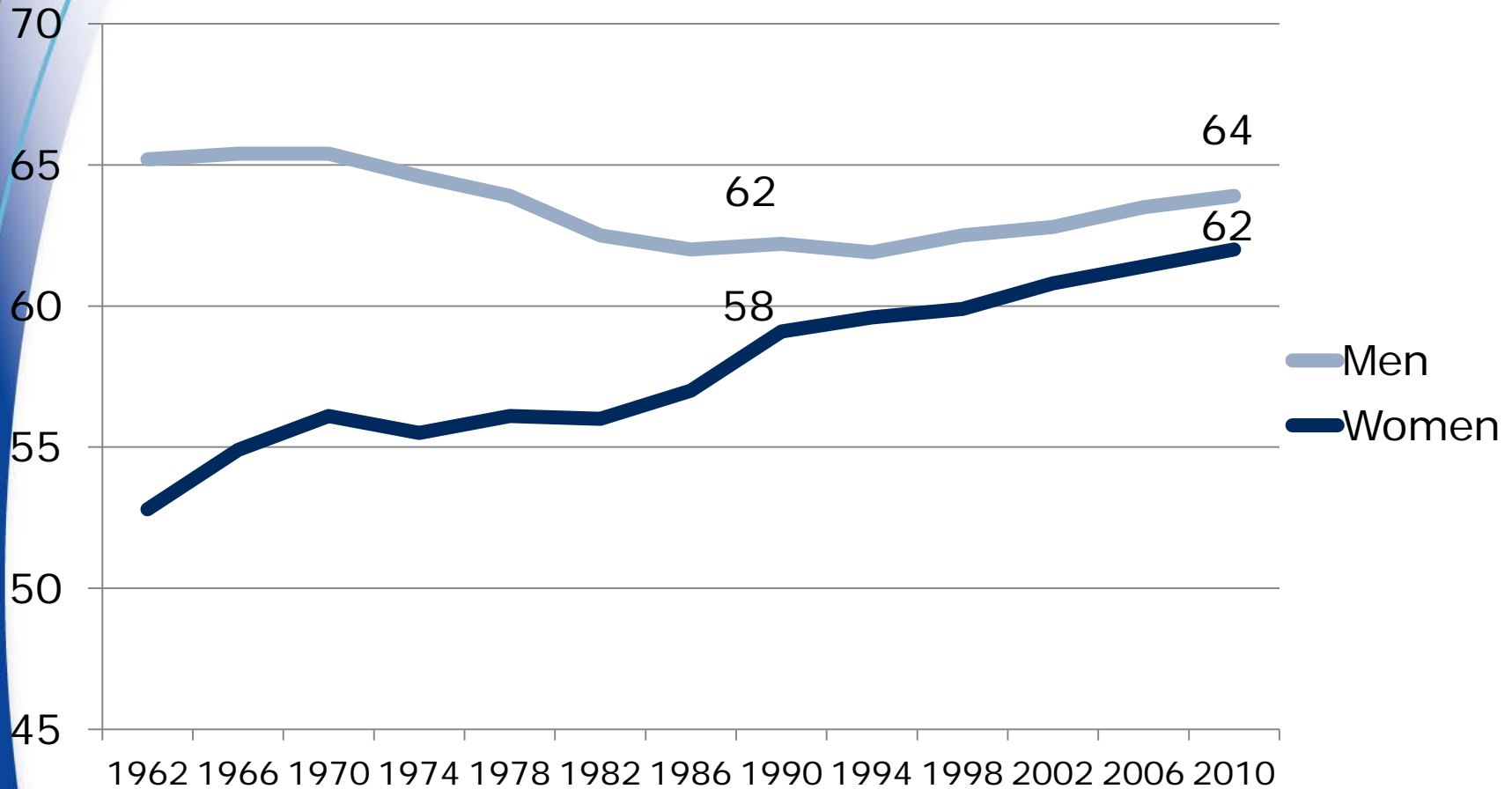


Note: National estimates mask underlying variations between schools. High-poverty, high-minority, urban, and rural public schools have the higher turnover rates than suburban schools.

Source: *Seven Trends: The Transformation of the Teaching Force* (Ingersoll et. al, 2014)



# Changes in the National Average Retirement Age



Source: Alicia Munnell, Society of Actuaries, February, 2012, Issue 76.



# Teacher Retirement Trends in New Mexico

- Teachers retiring older, but with fewer years of service

<u>New Mexico Retirements in Fiscal Year</u>								
	FY09	FY10	FY11	FY12	FY13	FY14	FY15	Trend
Avg. Age at Retirement	60.3	60.7	60.8	61.2	61.4	61.4	62.1	
Avg. Service Credit	20.28	20.49	20.5	20.1	19.63	19.66	19.39	
Total Retirements	1676	1685	2145	2393	2259	2395	2590	

Source: New Mexico Employee Retirement Board



# Suggested Causes for the Rise in Retirement Ages

- Decline of employer provided retiree health insurance
- Increased life expectancy
- Shift to 401(k) type plans, and investment losses in 2000-01 and 2008-09
- Elimination of the Social Security earnings test and delayed retirement credits make work more attractive than retirement

“What is The Average Retirement Age?”, Alicia H. Munnell, Society of Actuaries, February 2012





# What Do the Numbers Suggest

- Nationally, its about retention
- Ideas for retaining older teachers include:
  - Shore up pension funding
  - Pension and other enhancements to stay like the Social Security bump for delaying FRA benefits &/or retiree health care, life insurance, etc. for staying longer.
- Ideas for retaining new and mid-career teachers
  - Safe, clean schools with up-to-date equipment
  - First year salaries of at least \$40K, and assigned mentor
  - Faculty input on school-wide decisions that affect teaching
  - Teacher discretion/control over classroom issues
  - Support from Principals & Superintendents
  - Get feed back from teachers through their representatives about retention issues



# One Caveat About Retirement Trends

## The decision to retire is complicated

- While some retirements could be associated with district-wide early retirement incentives &/or layoffs, the retirement decision is typically an individual one based on a number of factors like:
  - Married or single; children/grandchildren
  - Like or dislike the work, the school, the principal
  - Second careers or desire to travel
  - Family longevity
  - Health status of worker, spouse, parents, children
  - Financial responsibilities for student loans, mortgages, rents, children and grandchildren
  - Retirement security including income replacement rate at retirement, health insurance and COLA



# Timing is Right for Action

- NCSL's Standing Committee on Education just released a report entitled "No Time to Lose", which calls on State legislators to lead a new inclusive effort to create a system where:
  - World-class teachers support a world-class instructional system, where every student has access to highly effective teachers and is expected to succeed.
  - Adoption and implementation of the NCSL "roadmap" by this group can set teacher workforce strategies for New Mexico for the days ahead.