ANALYZING THE NUMBERS ON THE PROPOSED TEACHER PAY RAISE

$3,000 The raise Governor Kemp proposed for all public school teachers

132,911 Number of public school teachers in GA who would receive proposed raise

$399M The added amount GA would need to spend annually to accommodate a $3,000 pay raise for all teachers

Where does GA rank nationally?

Average Teacher Pay

2016/17 - #24
With pay raise - #18

Teacher Wage Competitiveness

2017/18 - #46
With pay raise - #34

The state's obligation to pay a portion of each employee's salary into the Teacher Retirement System (TRS) of Georgia makes the true cost significantly higher. By law, the state pays 21% of TRS-eligible employee salaries in 2020, a percentage that has doubled since 2010. Taking employer contributions into account...

The true cost of the proposed raise is at least $483M

Additional Revenue Must Be Raised to Meet Teacher Needs

Georgia must raise revenue to provide for teacher salary increases. After 16 years of cuts to education totaling **$9 billion** in lost state funding, Georgia cannot afford to give significant raises without a sound plan to pay for them. Any attempt to rely solely on economic growth could leave the state in dire financial straits if the economy stalls. Adding additional revenue will provide the funds necessary to display a commitment to the teacher workforce and show the state is dedicated to public education.

Considerations

Local Control

School districts have the ability to waive certain laws in exchange for increased test scores. Districts given additional money are not compelled to provide teacher raises, even if that was the intent.

Teacher Salary Schedule

Traditionally teacher raises have been applied to the base salary of the state salary schedule. That method ensured that all teachers received a similar raise proportionate to their salary. If $3,000 were added to the base amount, a proportionate raise for all teachers would cost the state $637 million annually.