FACT: Arizona annually is losing more teachers than bachelor of education degrees produced by its three universities.

22% of teachers hired between 2013 and 2015 were not teaching in Arizona after one year

42% of Arizona teachers hired in 2013 left the profession within three years

50% of Arizona charter school teachers left during that time period

Sources: Arizona Department of Education and Arizona Board of Regents

FACT: When adjusted for cost-of-living, Arizona elementary school teacher pay is the lowest in the nation. High school teacher pay ranks 48th of the 50 states.


FACT: When adjusted for inflation, elementary school teachers here are paid 14% less than in 2001. Arizona secondary teachers are being paid 11% less.

<table>
<thead>
<tr>
<th>Median pay for Arizona Teachers</th>
<th>2015</th>
<th>2001 (adjusted for inflation to 2015)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary teachers</td>
<td>$39,300</td>
<td>$45,463</td>
</tr>
<tr>
<td>Secondary teachers</td>
<td>$44,970</td>
<td>$50,615</td>
</tr>
</tbody>
</table>

Source: U.S. Bureau of Labor Statistics
**FACT:** 74% of Arizona school administrators surveyed said their campuses are experiencing a shortage of teachers.

85% of rural school administrators say hiring new teachers is somewhat or extremely difficult

77% of urban school administrators say hiring teachers is somewhat or extremely difficult

Source: Morrison Institute for Public Policy survey

**FACT:** Arizona teacher rosters do not reflect state demographics, offering limited role models for children of color.

14% of Arizona teachers are Latino, compared with 44% of K-12 students

78% of Arizona teachers are White, compared with 41% of K-12 students

Source: Arizona Department of Education