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
- 52% of Arizona charter school teachers hired in 2013 left within three years

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 49th of the 50 states.


FACT: When adjusted for inflation, elementary school teachers here are paid 11% less than in 2001. Arizona secondary teachers are being paid 10% less.

<table>
<thead>
<tr>
<th>Median pay for Arizona Teachers</th>
<th>2016</th>
<th>2001 (adjusted for inflation to 2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary teachers</td>
<td>$40,860</td>
<td>$46,036</td>
</tr>
<tr>
<td>Secondary teachers</td>
<td>$46,070</td>
<td>$51,254</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