

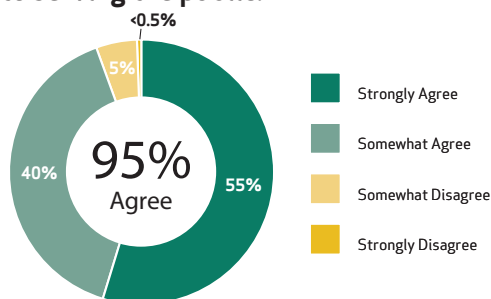


WHAT DO TEACHERS THINK ABOUT THEIR JOBS AND PENSIONS?

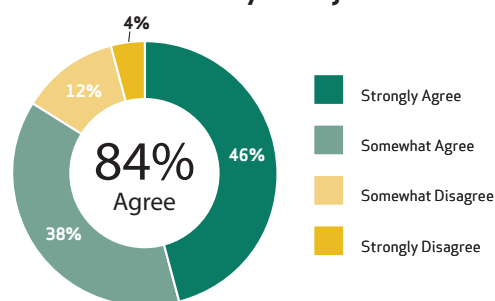
To understand how teachers feel about their jobs and benefits, the National Institute on Retirement Security conducted a national poll to gain deep insight into their views at a time when state and local governments are struggling to recruit and retain employees. This fact sheet provides a snapshot of key highlights of the research. More information is available in the full report, *State and Local Employee Views on Their Jobs, Pay and Benefits*, issued in November 2019 and available at www.nirsonline.org.

TEACHERS ARE COMMITTED TO PUBLIC SERVICE DESPITE THE FACT THAT THEIR JOBS ARE STRESSFUL.

95% of teachers say they are committed to serving the public.

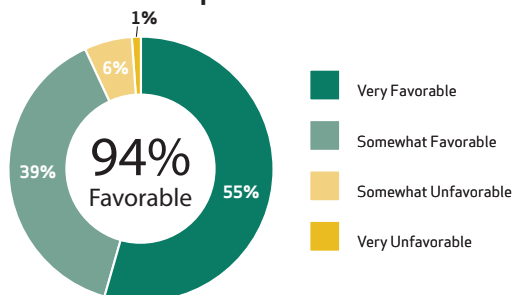


84% of teachers say their jobs are stressful.

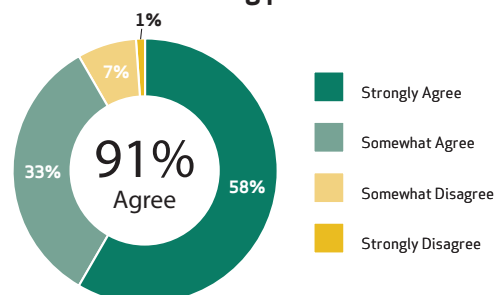


TEACHERS HAVE HIGHLY FAVORABLE VIEWS ON THEIR PENSIONS AND SAY PENSIONS INCENTIVIZE A LONG CAREER IN PUBLIC SERVICE.

94% of teachers have favorable views of defined benefit pensions.



91% of teachers say pensions incentivize public workers to have long public service careers.



**NATIONAL INSTITUTE ON
Retirement Security**

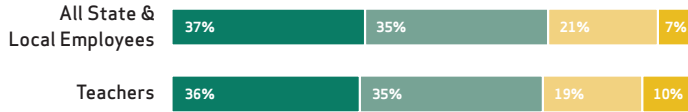
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EDUCATORS AGREE THAT THEIR PENSION IS A MAJOR REASON THEY CHOSE THEIR JOB AND IT IS A MAJOR REASON THEY STAY.

Strongly Agree Somewhat Agree Somewhat Disagree Strongly Disagree

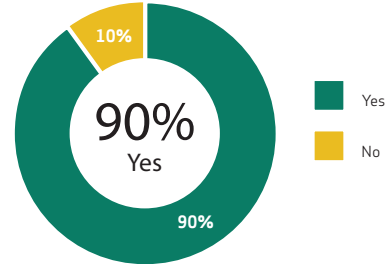
Teachers overwhelmingly agree that a pension benefit is a major reason they chose a public sector job.



86% of teachers agree that a pension benefit is a major reason why they stay in their job.

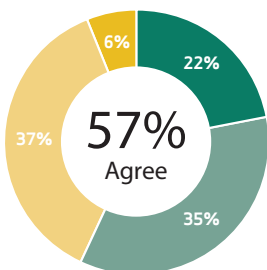


90% of teachers say they plan to stay with their current employer until they are eligible for retirement or can no longer work.

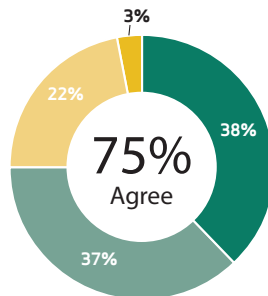


EDUCATORS OVERWHELMINGLY AGREE THAT ELIMINATING PENSIONS WOULD HARM EDUCATION.

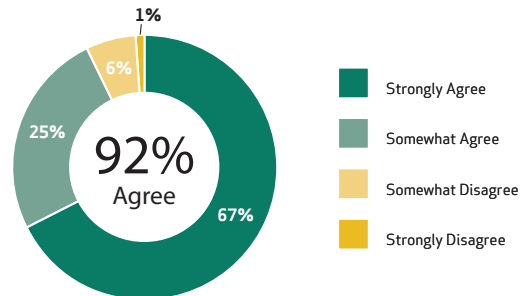
More than half of teachers say switching out of a pension would make them more likely to leave their job.



75% of teachers say they would be more likely to leave their job if their pension were cut.

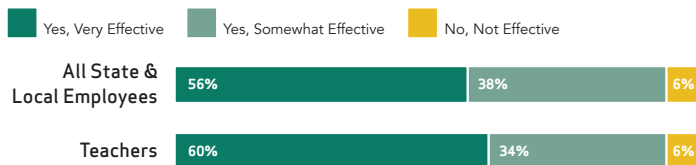


92% of teachers say eliminating pensions for the public workforce would weaken the U.S. education system.



TEACHERS AGREE THAT PENSIONS ARE AN EFFECTIVE TOOL FOR RECRUITING AND RETAINING PUBLIC EMPLOYEES.

Teachers agree that offering a pension is an effective way for an employer to recruit new public employees.



96% of teachers say offering a pension is an effective tool for retaining employees.

