

The hidden impact of COVID-19 on PA educators

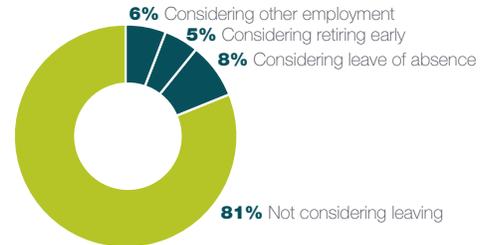
Rising health concerns, lower risk tolerance and benefit gaps



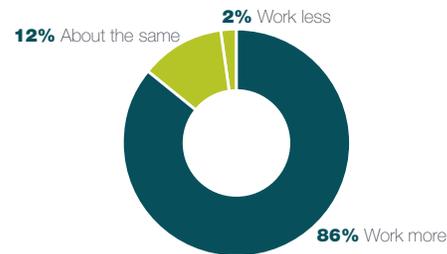
The prevalence of impromptu online and hybrid learning environments in 2020 has dramatically changed teachers' workloads. As of November, 86% of Pennsylvania educators surveyed by Horace Mann were spending more time working than they were a year ago — and more than 63% were enjoying their jobs less than they did this time last year. Citing health and financial concerns, 19% of Pennsylvania educators are now considering leaving the profession or taking a leave of absence due to COVID-19, according to the November Horace Mann survey.

A total of 64% responded that they did not feel secure or only somewhat secure about their district's health and safety precautions. Further, many educators believe there are gaps in their employer benefits. About 64% were concerned their benefits would not cover unplanned time off due to a health-related issue, and 23% were concerned their health insurance would not adequately cover illnesses or health issues.

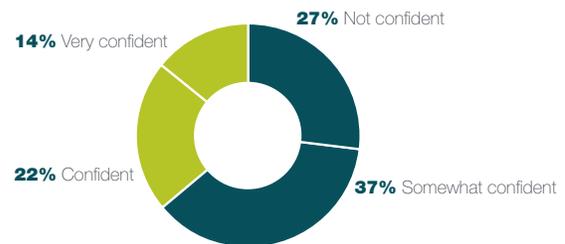
Educators considering leaving due to COVID-19



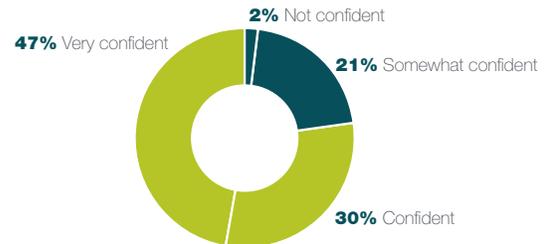
Educator workload vs. a year ago



Educators' confidence that employer benefits will cover unplanned time off arising from a health-related issue



Educators' confidence that health insurance will adequately cover illnesses and health issues



“This is the most stressful and challenging time I have faced in my 29 years of teaching.”

— Pennsylvania school science teacher

While greater financial support from federal and state governments would help to address the issues, school districts can independently take steps to encourage educator retention. School districts can provide more robust voluntary benefits to address gaps; offer programs to help educators more fully understand their medical benefits and avoid surprise bills; and provide secure online access to educational materials or a hotline to assist employees with their health and financial questions.

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This research is based on a survey of 135 Pennsylvania educators, including public school K-12 teachers, administrators and support personnel. The survey was fielded by Horace Mann in October and November 2020. SI-0000039PA (Dec. 20)

