

The hidden impact of COVID-19 on Ohio educators

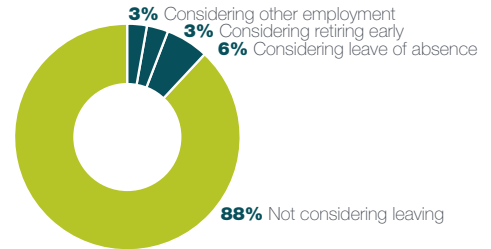
Rising health concerns, lower risk tolerance and benefit gaps



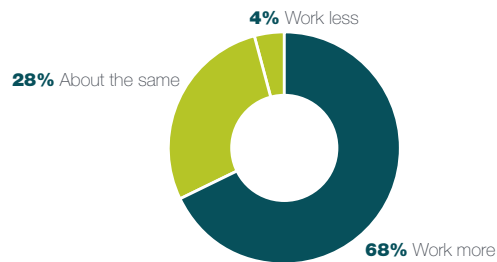
The prevalence of impromptu online and hybrid learning environments in 2020 has dramatically changed teachers' workloads. As of November, 68% of Ohio educators surveyed by Horace Mann were spending more time working than they were a year ago — and more than 57% were enjoying their jobs less than they did this time last year. Citing health and financial concerns, 12% of Ohio 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 52% 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 56% were concerned their benefits would not cover unplanned time off due to a health-related issue, and 32% were concerned their health insurance would not adequately cover illnesses or health issues.

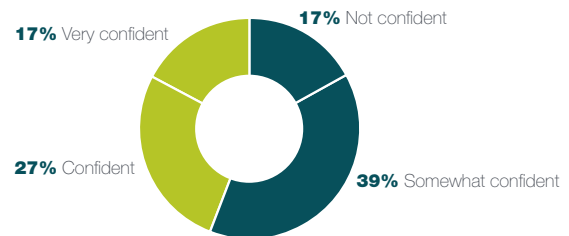
Educators considering leaving due to COVID-19



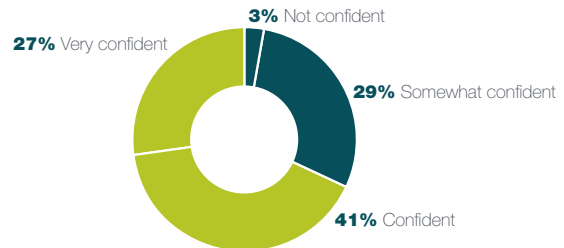
Educator workload vs. a year ago



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



"It is starting to seem like it is not worth the constant stress and pressure from a multitude of sources."

— Ohio school Intervention Specialist

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 139 Ohio educators, including public school K-12 teachers, administrators and support personnel. The survey was fielded by Horace Mann in October and November 2020. SI-0000039OH (Dec. 20)

