



PEO Services Extinguishing Teacher Burnout

In the classroom, teachers manage many academic activities to strengthen students' minds and help them grow. They must also tend to other responsibilities after the bell rings, like grading papers and reporting lesson plans to school administrators. All things considered, it's a mystery why educating hasn't been added to the list of national Olympic sports.

These intense to-dos are fueling a notable challenge among teachers: burnout. The rising levels of burnout are not only causing teachers to leave their positions, but also impacting the general attendance of teachers in the profession.

Fortunately, professional employer organizations (PEOs) extinguish teacher burnout with specialty HR services that help schools promote better health, organization, and career stability. Read this eBook for a full breakdown of what burnout is and how the expertise of PEOs prevent its effects.

What is burnout?

Burnout describes the state of mind workers have when consistent bouts of stress cause them to experience mental, emotional, and sometimes physical exhaustion. Similar to a candle drained of its wax, people feeling burnt out struggle to “spark” the inner creativity and critical thinking skills required to properly do their job. Within the education sector, teachers classify themselves as “burnt out” due to high-stress classroom management and demanding workload responsibilities.

59%

59% of teachers considered themselves as being burned out.

Source: [RAND Corporation](#)



Signs of burnout

Though everyone faces this challenge differently, the following symptoms are commonly associated with burnout.

Mental and emotional signs of burnout	Physical signs of burnout
Depressive mood swings	Fatigue and lethargy
Concentration problems	High blood pressure
Increased irritability or anger	Weakened immune system
Feelings of loneliness, self-doubt, or worthlessness	Reoccurring headaches or migraines

Table Source: [Verywell Mind](#), “How to Recognize Burnout Symptoms”



Workplace setbacks caused by burnout

Feeling burnt out can greatly impact a teacher's well-being and performance in the workplace in the following ways.

Diminished productivity:

People instinctively choose to distance themselves from elements that are unpleasant or harmful. Consequently, employees tend to disengage from their work when they consider it to be a critical source of stress. This scenario leads to 26% of employees losing motivation to do their best work. Additionally, 20% of employees have lower productivity rates while facing work-related burnout.

Lackluster Collaboration:

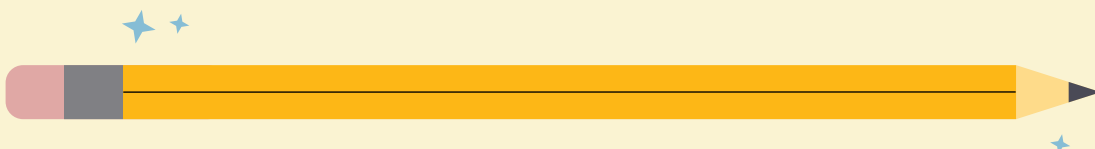
Workers lacking energy due to burnout are 25% more likely to want to keep to themselves. When a collaborative opportunity arises—whether it's an administration meeting or project workshop—they will be a less active participant than fellow staff members without burnout. The emotional strain burnout causes can also negatively affect an employee's teamwork skills, with 19% of stressed employees acting irritable or angry with coworkers.

Job dissatisfaction:

Stress-inducing workplaces can cause employees to view their job as a tedious burden instead of a career opportunity. Dissatisfied workers are more likely to exhibit resentment towards their role. They are also less likely to positively advocate for their employer's brand and mission.

Higher turnover:

When burnout becomes too intense, employees start planning an exit strategy. In fact, one study showed 40% of workers left their jobs due to burnout. These departures are not only inconvenient but costly for employers. Turnover costs can reach three to four times the amount of a departing employee's salary, especially if the role requires senior-level experience or specialized certification and training.



From burnout to balance: introducing PEO

Despite teacher burnout becoming a common challenge within the education field, more schools have remedied this concern with a PEO partnership.

PEOs offer charter schools a broad range of outsourced human resource services to handle their HR management responsibilities and improve their employee operations' effectiveness. These partnerships not only boost the HR capabilities of schools but provide services that diminish burnout by amplifying teachers' overall wellness, productivity, and job satisfaction.



5 PEO services

countering burnout

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HR administration and guidance

Educators are well acquainted with busy paperwork. If there's not a test needing a grade, there's a learning assessment needing to be written. This pile of paperwork only grows when HR administration is thrown into the mix.

Every HR task involves some form of tangible documentation that details staff information, outlines policies, and/or acts as written proof of concerns that are relevant to school employees. Individuals who don't have experience handling these documents are more likely to view this practice as tedious instead of helpful, raising their probability of hitting a burnout wall.

PEOs offload HR administration from teachers, ensuring all activities are properly managed by an experienced human resource professional. Such documents handled by PEOs include, but are not limited to:

- **Performance tracking**
- **Policy outlines or updates**
- **Compliance updates or concerns**
- **Renewals related to benefits or employment**

How this service prevents burnout:

By offloading the school's HR administration, PEOs relieve teachers of additional paperwork stress and add more flexibility and time to their schedules to enhance student learning and empower their school's effectiveness within their district.



26%

26% of educators stated lack of benefits or low pay as a reason why they quit their last job.

Source: [Money.com](https://www.money.com)



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Benefits

Smart discussions are born from healthy mindsets. Obtaining a staff full of enthusiastic and thoughtful educators means a school should understand the importance of supporting their faculty's work-life balance. Employee benefits are one of the most direct offerings schools can foster that demonstrate that support. However, the rising costs of insurances can limit educational institutes' success with obtaining competitive benefits. Not acquiring good benefits, on the other hand, lowers a school's ability to retain excellent educators.

★ **PEO partnerships provide access to enterprise-level employee benefits that put the health and well-being of teachers first.**

On a base level, packages for medical, dental, and vision coverage are made more affordable through a PEO due to their own partnership with leading healthcare providers. Supplemental benefits such as group life and disability insurances are also available, giving teachers an added layer of financial stability and well-being protection.

Schools can work with PEOs to strategize and improve their employer-sponsored perks such as 401(k) options, paid time off (PTO), commuter benefit programs, and student loan assistance. PEOs also provide key family-forming benefits including pet insurance policies, an employee assistance program (EAP), and fertility solutions from specialized medical practitioners.



How this service prevents burnout:

The strenuous work hours and performance pressure teachers face take an undeniable toll on their health. Since the core purpose of benefits is to support employees' physical and mental well-being, teachers with access to better benefits and health plans tend to be more satisfied with their position. Higher job satisfaction also raises retention rates, with 78% of employees being more likely to stay with an employer who provides a strong benefits program.

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Risk and compliance

Being a top-ranked learning institute is elevated by a school's ability to maintain and promote safety. Compliance is the kickoff point of any school's safety measures, demonstrating how well staff operations and practices match the expectations set by the U.S. Department of Education and other federal regulatory agencies.

At the same time, it is imperative that schools remain mindful of the risks that can affect their faculty and students. When teachers aren't given transparency on risk protocols or everchanging compliance laws, they can struggle with abiding by the proper guidelines while also staying on top of classroom obligations.

Compliance-minded PEO experts are trained to diligently keep up with the many federal, state, and local laws affecting school districts. Such regulations include the Family Educational Rights and Privacy Act (FERPA), Individuals with Disabilities Education Act (IDEA), and Elementary and Secondary Education Act of 1965 (ESEA). These experts then provide detailed guidance to charter schools, helping them navigate complex labor laws, educational regulations, and health and safety standards.

In addition to elevating school's understanding of regulations, PEOs aid in developing and implementing health and safety programs and best practices to mitigate risks. This includes training staff on safety protocols, conducting regular safety audits, and ensuring compliance with Occupational Safety and Health Administration (OSHA) standards.

It can also entail informing school decisionmakers on how to minimize risk claims such as wrongful termination, discrimination, sexual harassment, and retaliation. This assistance protects schools from legal issues and ensures a safe and compliant working environment.

How this service prevents burnout:

When every teacher nurtures their understanding of compliance, they can efficiently manage their classroom activities and employment duties. Being more aware of workplace risks allows them to catch issues and seek resolutions sooner.

Additionally, low-risk schools with high compliance standards amplify their district reputation and competitive edge against other institutions. These elements help deepen educators' enthusiasm to be positively engaged at work and elevates their job satisfaction rate instead of inducing their stress levels.



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Training support

Earning a teaching certificate doesn't mark the end of an educator's personal learning journey. To make strides in the classroom, teachers must invest time in their professional development. Continued certification training, for example, is required by most states to validate and sometimes renew a teacher's standard license.

Teachers also rely on their employers to offer training that supports their career growth, work performance, and field knowledge. Such in-depth guidance provided by schools can range from introducing new learning materials to spotlighting classroom management skills. However, some schools still have trouble constructing an efficient training plan with the right tools and valuable practices.

A PEO partner adds ease to this objective. HR experts within a PEO team help schools access different state-mandated training related to workplace discrimination, sexual harassment, and on-site safety.

For professional development connected to a school's unique policies or expectations, PEOs offer thorough advice on how to create and implement a learning roadmap so teachers can achieve the right skills at the right time. A PEO can also give teachers access to trainings related to various educational and operational aspects, including but not limited to:

- **Risk management and safety training to upkeep compliance**
- **School safety and wellness training to promote bullying prevention, mental health awareness, and best practices for student behavior management**
- **Digital learning and instructional support for charter schools wanting to integrate new technology into their curriculum**
- **Operational efficiency tools such as software that improves school maintenance management and inventory tracking**
- **Renewals related to benefits or employment**

Best of all, PEOs can help track and report on an educational staff's progress with this training, enabling school leaders to access the effectiveness of support programs and draw data-driven decisions.

How this service prevents burnout:

Having uncertainty about one's job responsibilities can trigger immense stress in employees. Formal training counters that unsureness, giving teachers the clarity and confidence needed to grow and perform well as a professional. Efficient training also elevates workplace productivity. Generally, 92% of employees state well-planned employee training programs have a positive effect on their engagement.



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Payroll and tax management

The payroll process helps schools ensure payments are delivered on time to their staff members. It also creates a tangible record of fund usage that helps validate any monetary and deduction claims during tax season.

However, school administrators don't always have the bandwidth or expertise needed to organize a payroll strategy while managing all other operations. Schools without a designated party to monitor the process can be subjected to payroll setbacks that diminish school morale and lead to potential fines or legal issues due to non-compliance.

By outsourcing payroll and tax management from a PEO, charter schools can significantly reduce the administrative burden and complexity associated with these functions. Educational leaders can focus more on tasks aligned with their school's academic mission, while the PEO ensures payroll and tax responsibilities are handled efficiently, accurately, and in compliance with all relevant laws and regulations.

Faculty members can expect a PEO to maintain these functions in the following ways:

- **Payroll processing:** A PEO will oversee and administer all aspects of payroll processing for charter schools. This includes calculating employee wages, processing direct deposits, managing deductions for benefits, and issuing paychecks. Advanced payroll systems can also be used to handle complex scenarios specific to the education sector, such as varying pay scales for different types of staff or seasonal payment schedules.
- **Tax withholding and filing:** One of the most critical aspects of payroll management is the accurate calculation and withholding of taxes. PEOs manage federal, state, and local tax withholdings for all employees. They also take care of periodic tax filings and ensure that all payroll-related tax documents are accurately prepared and submitted on time, such as W-2s and 1099 forms.

Upholding these processes also benefits the satisfaction levels of a charter school's faculty. Maintaining a payroll strategy that reduces payment lapses or inaccurate payment preferences elevates teacher's financial security and trust in their employer. This outcome heavily impacts overall job enthusiasm, which can encourage more productivity and higher retention rates among staff members.

How this service prevents burnout:

When administrative and financial stress exist, an educator's performance in the classroom can be negatively impacted. Instead of brainstorming educational opportunities for their students, they're worried about monetary setbacks in their personal life. The seriousness of this occurrence contributes to teachers' workplace burnout if they believe their problem is connected to a school's payroll process inaccuracies.

Thanks to PEO payroll services, teachers have a lower chance of facing salary inefficiencies and adding extra administrative duties to their plate. In other words, they get to focus on what truly matters: inspiring the young minds of the future.



Eliminate teacher burnout with an experienced PEO

Sparing teachers from the negative effects of burnout becomes easier with the right PEO partner. ExtensisHR uses over 25 years of HR expertise to deliver a top-tier PEO solution to our school partners. Our professionals understand the importance of a school's mission, which is why we firmly dedicate ourselves to developing services that not only solve HR challenges but increase each school's ability to support the productive and integral educators shaping young minds.

Schools working with ExtensisHR leverage comprehensive HR services and offerings, tailored for each school's individual needs, including:

- Enterprise-level employee benefits covering health insurance, supplementary, and employer-supported perks
- Hands-on experts to keep schools compliant and meet regulatory standards
- In-depth risk management services that elevate a school's workplace safety
- Payroll and tax administration to ensure staff gets paid accurately and on time
- HR administration management that takes the burden of extra paperwork off staff's already busy schedules
- Customer-first support that values human-driven consultations over misdirecting call center communications
- A personal team of dedicated account managers who work to align our solutions with your school's exclusive needs and goals

PEOs play a pivotal role in helping schools navigate the sometimes complex and overwhelming world of HR. Much like a skilled teacher who simplifies complex subjects for students, a PEO like ExtensisHR breaks down the intricate parts of human resources making them manageable and understandable, while giving educators access to the same level of devoted care they cater to their students each day.





About ExtensisHR

ExtensisHR serves as an unwavering support system for charter schools, providing comprehensive HR solutions for benefits administration, payroll, compliance, training, and other key workforce services. With a mission to be the trusted HR partner every school deserves, we enable educators and staff to allocate more time, attention, and focus toward the success of their students.

Backed by ultra-personalized support, our PEO solution and SchoolCloud® technology equip educators with innovative services and guidance designed for their industry needs. Together, we can build a brighter future through education, one child at a time.

For more information,
visit www.extensishr.com/schools
or call **888-473-6398**.

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