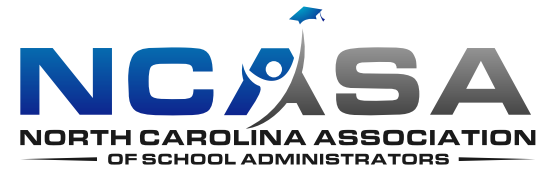


ASSIST SCHOOL DISTRICTS WITH RECRUITING AND RETAINING QUALITY PERSONNEL



BACKGROUND | To ensure quality educational experiences for all students in North Carolina, the state must place excellent teachers in every classroom and strong principals in every school, as well as providing both with adequate support from other key personnel within their building and from the district central office.

These and all groups of North Carolina educators need policies and laws that support their personal growth, both in preparation programs before they enter public education work and in on-the-job training that helps them hone their skills and expertise to be more effective in their roles.

In addition, the state needs to implement and maintain an attractive benefits package that will attract education professionals to work in public schools rather than take their skills and expertise to other jobs where base salaries are often higher.

RECOMMENDATIONS | NCASA asks the General Assembly to consider the following actions in 2019 to further enhance the state's investment in improving educator pay and benefits:

- **Increase pay for all North Carolina educators** — teachers, principals, instructional support professionals, non-certified personnel and central office staff — to ensure public schools can secure the quality employees essential for all facets of their work that supports K-12 students.
- **Reinstate retiree health coverage** for school employees who begin work on or after January 1, 2021 (and under current law would not have that benefit).
- **Maintain other current retirement and health benefits** for school employees due to their positive impact on attracting and keeping excellent educators.
- **Reinstate advanced degree supplements** for teachers and principals to reflect the value higher education attainment holds for school leadership and classroom success.
- **Invest in educator training to improve student achievement and instruction** by offering enhanced support for teacher and principal preparation programs, in-service professional development and mentorships.
- **Build on recent progress in improving school leader compensation and continue refinement of the principal pay plan** to make it more competitive among Southeastern states and to create a salary structure that teachers and assistant principals will view as an attractive career progression.
- **Help school districts address staffing shortages** by providing reciprocity in accepting educator licenses from other states without additional NC tests; allowing non-educators with significant experience to teach in their specialty; and enhancing the teacher pipeline by establishing career pathways for military veterans, teacher assistants and high school students.
- **Prevent additional cuts to school personnel in all aspects of school operations, including the central office allotment**, which is now only 0.9% of the state's K-12 education budget and would cause unmanageable workloads for teachers and principals if additional reductions occurred in district oversight and support.