



Budget & Education Working Group

Group B: Teacher Pay, Retention, & Recruitment July Meeting Summary

Below are notes from comments made by the Budget & Education Working Group members.

Narrative

The participants discussed various strategies to improve teacher compensation, retention, and recruitment. They agreed that pay is a crucial factor. The group also suggested creative solutions like grants, pilot projects, and reallocating resources from formulas to prioritize teacher compensation. The speakers also emphasized the importance of addressing workplace issues, such as behavioral challenges and housing, and explored potential solutions like stipends, sign-on bonuses, and housing incentives. The group acknowledged the challenges faced by small schools and the need for alternative funding sources for mental health support. They encouraged ongoing discussions and the exploration of diverse ideas to address these issues.

Discussion Points:

- Recruitment
 - Inability to afford to live in an area is a roadblock to entry.
 - Housing
 - Down payment for housing provided by State, or other ways to assist with housing costs.
 - Expand loan forgiveness for teachers.
- Base Pay
 - Pay is largest issue heard in the community. Increased pay can make up for shortfalls in work environment.
 - Establish a minimum statewide base pay for teachers
 - Amend Quality Teacher Payment
 - Incentive a higher base pay
 - Expand payments & eligibility
 - Mid-career teachers:
 - Increase pay for midlevel teachers.
 - How can we keep teachers in the field and extend teaching careers.
- Teacher mentorship
 - Expand mentorship programs throughout career of teacher
 - Strengthen mentorship between schools
 - Mid-career teachers shifting, adding responsibility. How can mentorship assist in this?
 - Increase incentives for participating in mentorship.
- Additional stipends for more responsibilities for teachers
- ANB
 - A heavier weight on teacher and less emphasis on ANB will help alleviate some pressure at small schools.

- Flexibility
 - Smaller school brought up need for more flexibility between funds to address changing needs.
 - Pros & cons of siloed funds: flexibility vs accountability
- Behavioral health & safety concerns
 - Behavioral health/ mental health funding per pupil allocations. Not all students with behavioral issues have identified special needs or IEPs.
 - Per student allocations for behavioral health issues
 - Further training and resources for teachers to feel safe in their classrooms
 - Behavioral health coaches
 - Hard to find qualified individuals
 - Classroom management skills for new teachers.
 - Medicaid funding: more non-Medicaid children need services. Hard to rely upon Medicaid funding for mental health services.
 - COOPs provide services, but do not have bandwidth to provide the amount of services that are needed.