



Monroe County School Boards Association

Position Paper: Impact of Staff Shortages on School Districts

Education accounts for over 50,000 jobs in Monroe County, second only to the healthcare industry. Yet, the number of certified teachers and staff is declining rapidly. Public schools are in dire need of collaborative efforts to incentivize our youth to consider a career in education. A partnership with state legislators is necessary to champion these efforts and yield a significant outcome to support our growing school community.

MCSBA requests: Our membership calls on our elected officials to launch a collaborative effort to create new, simplified pathways to grow the workforce in the education profession.

ISSUES	SOLUTIONS
<p>Teaching Staff</p> <ul style="list-style-type: none"> ● Increased certification requirements in NYS have impacted teacher candidates who successfully complete their academic program but are unable to complete the credentialing requirements. ● The number of available substitute teachers has declined significantly. School districts are competing for substitute teachers needed for teacher release time required by mandated compliance and training. ● The tax levy cap contributes to constraints on competitive starting salaries for teaching staff. ● In direct competition with the private sector. ● After years of negative messaging about public education as a failing institution and multiple misguided reform measures, teachers are looking to leave the profession at higher rates and students are indicating that they do not wish to enter the field of teaching. ● Necessity to diversify the workforce. 	<ul style="list-style-type: none"> → Incentives to enter the education field. → Foundation Aid needs to continue to reflect current conditions in New York State schools so that schools have the necessary operation aid to recruit and retain teaching and support staff. → The Federal Public Service Loan Forgiveness Program and TEACH Grant program need to be implemented as designed with funding released according to statute and transparent, consistent guidance on loan consolidation options. → Implement the NYS public sector employee loan forgiveness program to attract workers to the public sector by offering student loan assistance (Assembly Bill 03658). → Allow real-world experience to be applied to an expedited certification process for CTE instructors. → New funding is needed for training that has proven to generate higher student outcomes (i.e., culturally sensitive classroom practices, mental health needs and restorative behavioral initiatives), and Federal Title II needs to be fully funded to ensure educators receive the tools to be successful from their teacher preparation programs. → Teaching needs to be promoted as the noble and highly skilled profession that it is, so that schools can recruit and retain teachers. → Support permanent certification models, reciprocity agreements with other states, and increased flexibility to attract qualified applicants.
<p>Support Staff</p> <ul style="list-style-type: none"> ● Paraprofessionals are instrumental in providing student support for children's needs. The tax levy cap and minimum wage increases have added to the complexity of filling positions. ● Difficulty hiring all civil service positions. ● The financial viability of early intervention (EI) and preschool service providers has been limited by low reimbursement rates and slow payouts from Monroe County and NYS. Growing waitlists exist for these services. 	<ul style="list-style-type: none"> → NYS should create a sufficient, long-term viable funding source for Community Schools, and make it available at the school building level for districts where the building demographics meet the poverty criteria. → NYS and Monroe County should increase funding for early intervention and preschool service programs so providers can afford to hire and retain staff. Research has documented that early intervention services are significant factors in the educational success of children once they enter school. → Dedicated funding for paraprofessionals is necessary to maintain appropriate levels of support.