

Engage! Prepare! Inspire!

HOW SHAWNEE COUNTY ELECTED OFFICIALS CAN HELP IMPROVE TEACHER RECRUITMENT AND RETENTION

In addition to continuing to fully fund schools, including a funding level that takes into consideration annual inflation, Topeka Public Schools ask you to consider the following:

Transition to Teaching Programs

Continue supporting the Transition to Teaching programs in partnership with state universities, including pilot programs for elementary and special education transition teachers. Designing a pilot program intended for secondary general education teachers would also serve as an added benefit.

Licensures

We recommend shortened licensure processing. The current process in place offers a turnaround time of four to six weeks.

We suggest an extended reciprocal licensure to all neighboring states and Texas. This in turn creates a greater outreach to teachers from states that don't offer the same opportunities as Kansas.

KPERS

In order to attract candidates for hard-to-fill positions (i.e. special education, math, science), we request that the state consider suspending the Kansas Public Employees Retirement System penalty for retirees who wish to return to the public education workforce.

Additional Funding Opportunities

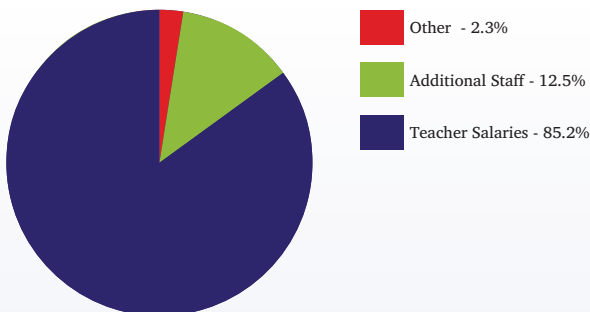
The following programs could be funded by the legislature in order to eliminate barriers to recruiting and retaining teachers:

- Tuition reimbursement for paraeducators that complete a teacher education program.
- Supplemental tuition and loan forgiveness support to candidates that teach in urban or high-need areas within our state.
- Provide state-level higher education scholarships to qualifying students that complete the pathway for rising educators, such as the course offered through Topeka's Center for Advanced Learning & Careers.
- Provide state funding that would allow us to continue our district's Grow Our Own Program. We are no longer able to accept applications for this program due to the cost.



TOPEKA PUBLIC SCHOOLS

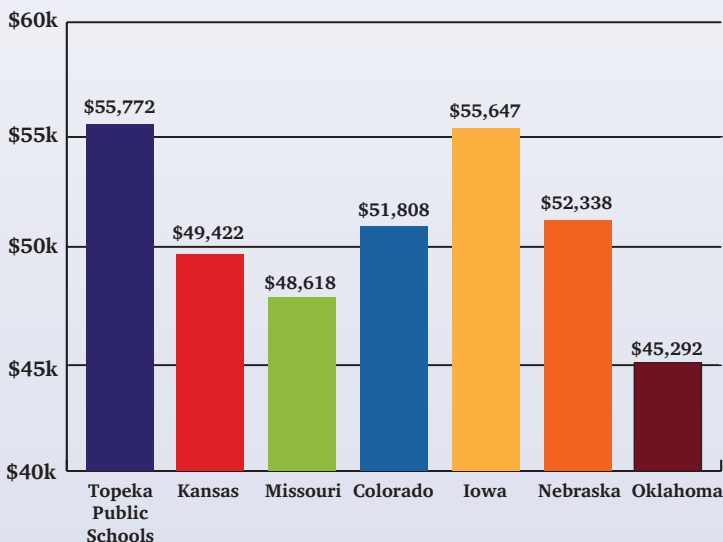
How was new funding utilized in 2018-2019?



1,333 TPS EDUCATORS GENERATE AN ECONOMIC IMPACT WORTH 233 MILLION TO SHAWNEE COUNTY

OUR EDUCATORS MAKE UP 30% OF FULL-TIME STAFF IN ALL FIVE SCHOOL DISTRICTS IN THE COUNTY

2017 Average Salary of Teachers



Full-Time Teacher Average Salary Increase

