

3 WAYS THE DISTRICT IS WORKING WITHIN LOCAL AND STATE CONTROL TO FILL TEACHER VACANCIES



1 Recruit new staff

- + Local salary supplements (**6th highest in state**) to attract teachers to CCS
- + Hiring experienced international teachers using the H1-B visa program
- + **Signing bonuses** for hard to fill positions
- + **Referral bonuses** for current employees who recruit candidates



2 Recognize, retain & reward current staff

- + **Stipends** for teachers going above and beyond
- + **Mentoring support** for beginning teachers
- + **\$3,500 bonuses** for teachers who remain in district
- + Contract with substitute staffing firm to **ensure staff have flexibility** for illness and emergency family situations



3 Advocate at the state level

- As teacher base pay and annual raises are set by the NC state budget, the district continues to advocate for
- + **Substantial increase** to teacher's base pay
 - + Reinstating **master's pay** for teachers
 - + Compensating teachers for additional duties and workload
 - + **Flexibility** on classroom sizes

