



The Missouri Association of School Personnel Administrators (MOASPA) represents administrators who serve public school districts in Missouri and deal with personnel related matters daily. The MOASPA Legislative Platform addresses several legislative matters our members support and oppose. The following provisions represent MOASPA's essential priorities for the 2021-2022 Legislative Session:

1. MOASPA supports legislative efforts providing on-going access to a quality public education. MOASPA wants to work with the legislature to focus on ensuring long-term, sustainable approaches to provide and promote quality public education for our communities. We oppose efforts to privatize public education via vouchers, voucher tax credits, virtual privatization and privately run charter schools. These efforts take money away from local public schools eroding the ability of public schools to educate children.
2. MOASPA is concerned with the anticipated shortage of certified staff across the state. This shortage is expected to continue over the next few years. This issue is of particular importance to rural and smaller school districts who struggle to keep comparable salary schedules with neighboring, or similar districts, and to hire high quality teachers. To this end:
 - a. It is our belief teacher salaries must be improved to continue to attract and retain high-quality teachers. Specifically, by increasing minimum teacher compensation so Missouri is in the middle tier of states relative to teacher pay.
 - b. Focus must be given to providing the resources necessary to raise the average salary for all teachers throughout the state.
 - c. Actions and initiatives must be taken to increase teacher recruitment and retention. These should include on-going financial incentives to districts who actively and continuously participate in Grow Your Own programs and/or who work with universities and colleges in the State of Missouri to develop teachers.
3. MOASPA supports efforts to work towards financial incentives (i.e., loan forgiveness, salary bonus, higher starting salaries, etc.) for teachers who obtain certification in an area deemed as high need and agree to stay in the State of Missouri to teach or who are willing to work for districts in higher need communities such as rural or high poverty areas.
4. MOASPA opposes legislation limiting local control over teaching and learning.

5. With an increasing demand for educators and a diminishing supply of applicants, MOASPA supports efforts to provide flexibility with teacher certification to allow districts more adaptability to cover areas of high needs.
6. MOASPA wants to work on ways to eliminate barriers that make it difficult to maintain substitute certification and give options to districts to allow sub teachers to perform different and longer-term duties with sub certificates.
7. MOASPA supports amending certification requirements for Special Education teachers to remove the requirement for content area certification along with Cross Categorical certification.
8. MOASPA opposes all efforts to reduce, eliminate, or alter current retirement benefits and incentives provided by PSRS and PEERS to protect the public-school retirement system.
9. MOASPA supports efforts to expand opportunities and create new windows for retired public-school employees to work in Missouri to staff hard to fill positions.
10. MOASPA supports increasing accountability for charter schools and/or aligning accountability for charter schools to those of public schools.
11. MOASPA supports increasing accountability and transparency for MOCAP (Missouri Course Access and Virtual School Program) providers and providing public schools financial flexibility for virtual enrollment.
12. MOASPA wants to guarantee all teachers teaching Missouri students through any virtual platform are certified Missouri teachers and enrolled in the Missouri retirement system.
13. MOASPA wants to work on amending Chapter 213, RSMo to eliminate claims of liability filed against individual employees and board members when named as parties in public accommodation discrimination lawsuits.
14. MOASPA supports all efforts to guarantee full funding of the foundation formula and for transportation.
15. MOASPA supports changes to the criteria for background checks. Specifically, RSMo. 43.540.6(2), to eliminate the current six-year limitation for RapBack registration that results in requiring a new background check on an employee every six years who remains employed with the same district.