



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 2023 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 support efforts to limit charter school expansion until additional and effective accountability and transparency measures are placed on existing charter schools.
2. MOASPA is concerned with the anticipated shortage of certified staff across the state. This shortage is expected to continue. This issue is of particular importance to all Missouri school districts 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.
 - 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 opposes legislation limiting local control over teaching and learning.
4. 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 options to cover areas of high needs.
5. MOASPA supports 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.

6. MOASPA supports creating alternative pathways to obtain certification in special education and to provide financial incentives (i.e., loan forgiveness, salary bonus, higher starting salaries, etc.) for teachers who obtain certification in an area deemed as high need.
7. 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.
8. 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.
9. MOASPA supports aligning accountability for current charter schools to those of public schools.
10. 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.
11. MOASPA supports guaranteeing all staff who teach Missouri students through any virtual platform are certified Missouri teachers, enrolled in the Missouri retirement system, and pay Missouri income tax.
12. MOASPA supports 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.
13. MOASPA supports all efforts to guarantee full funding of the foundation formula and for transportation.
14. MOASPA supports changes to the criteria for background checks. Specifically, RSMo. 43.540.6(2), to eliminate the current six-year limitation for Rap Back registration that results in requiring a new background check on an employee every six years who remains employed with the same district.
15. MOASPA opposes legislation or proposals authorizing any mandate regarding open enrollment.
16. MOASPA opposes any legislation or proposals that would divert public monies or resources from the public schools to non-public resources.