



The South Carolina Education Association

Your Voice. Our Power. **Their Future.**

# 2022 LEGISLATIVE PRIORITIES

**Stopping the Shortage  
is as Easy as 1, 2, 3, ...**

## 1 EDUCATION FUNDING

## 2 SUPPORT H. 3465

## 3 WORKING CONDITIONS



South Carolina is facing a severe educator shortage crisis. According to the November 2021 CERRA report, there are currently 1,063 vacant positions.

To reverse the current educator shortage crisis, The SCEA's 2022 Legislative Agenda has three top priorities that must be addressed immediately.

### EDUCATION FUNDING

In his 2020 State of the State address, Gov. McMaster proposed increasing South Carolina's starting teacher salary to the national average of \$41,163 to propel our state from 41 in starting salary rankings into the Top 25. It is time to not only deliver on this promise to recruit new educators but also to pass increases for every step of the salary schedule to retain high quality educators for every classroom.

To ensure districts and schools have the resources and staffing they need to operate with the success of each student in mind, The SCEA proposes funding the full base student cost to meet these needs so that educators can focus on their work in the classroom.

### SUPPORT H. 3465

Passed with overwhelming bipartisan support by the House, **H. 3465** addresses two key retention issues: Unencumbered Time and Recertification.

Educators need self-directed, duty-free planning time separate from instructional time, meetings, and assigned tasks each day. **H. 3465** requires districts to plan for the unencumbered daily planning time essential to quality learning outcomes.

In addition, recertification for veteran teachers is needlessly cumbersome. The SCEA supports easing certification burdens and studying ways to treat educators like the professionals they are. **H. 3465** would examine the certification process and find ways to cut through red tape to let teachers do their jobs.

### WORKING CONDITIONS

Working conditions are learning conditions, including class sizes and contracts.

Class sizes must be reduced to help close opportunity gaps and retain educators. Research from the Learning Policy Institute shows children in smaller classes achieve better outcomes and that teacher turnover is lowest in states with smaller class sizes.

Educators must be treated as professionals, starting from the date they sign their contracts. When educators are offered reemployment by their district, they must accept that offer before May 10—often before the district determines staffing assignments for the coming year.

Educators need more time to make the right decision for themselves and their families without fear of reprisal. Therefore, contract signing must be moved to a later date and additional protections from reprisal must be built into teacher contract policy.

Read the full legislative agenda at [www.thescea.org/legagenda](http://www.thescea.org/legagenda)