**The Learning Center! Charter School**

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**Qualification Requirements for Employment**

**Teachers**

Teachers seeking employment at The Learning Center! must have, or be eligible for, a North Carolina teaching license and be highly qualified to teach core academic subject areas.

 The term “core academic subjects” means English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, physical education, history, and geography.

To be a “highly qualified teacher” at the elementary school level a teacher must have obtained an appropriate college degree for the core academic subjects taught and demonstrate subject knowledge and teaching skills in reading/language arts, writing, mathematics, and other areas of the basic elementary school curriculum by passing the Praxis II exams required to receive a North Carolina teaching license.

To be a “highly qualified teacher” at the middle and high school levels a teacher must demonstrate a high level of competency by:

 1. Passing the required PRAXIS II test(s) in each academic subject in which the teacher teaches; or

 2. Successfully completing in each academic subject in which the teacher teaches

 An undergraduate major; or

 Coursework equivalent to an undergraduate major; or

 A graduate degree in the core teaching subject area(s); or

 Master’s level licensure or above in the appropriate subject area.

To be a “highly qualified teacher” in an exceptional children’s class or an ESL class, a teacher must have obtained the exceptional children’s and/or ESL license required for the teaching assignment and demonstrate the subject knowledge and teaching skills in the content areas taught by passing the Praxis II exams required for the license. This applies to exceptional children’s teachers and ESL teachers who are the teachers of record for core academic areas.

Teachers from other states who have been designated “highly qualified” in those states shall be designated “highly qualified” in North Carolina upon submission of documentation that they have been so designated.

**Paraprofessionals**

Any person seeking employment at The Learning Center! as a paraprofessional must have either completed two years of study at an institute of higher education (or 48 semester hours), or have obtained an associate’s degree.

**Benefits and Incentives**

The Learning Center! offers all employee benefits mandated by law including minimum wage, maternity and other leave authorized by the Family Medical Leave Act, unemployment, worker’s compensation and disability. In addition to these, we offer many other benefits and incentives to our employees as listed below.

* State health insurance benefits provided by Blue Cross Blue Shield. The school covers 50% of the employee’s cost.
* Life insurance options available
* 403(b) retirement plan and a 2% match
* Disability plans available through AFLAC
* Direct deposit
* State Credit Union banking eligibility
* Free or reduced rate for Montessori Preschool program located on The Learning Center! campus
* Monetary incentives considered
* Approximately 20 paid holidays per year
* 10 personal leave days per year for full-time employees
* Monthly in-house professional development and opportunities to earn continuing education credits
* Compensation for authorized travel for school related trips and business or professional training
* Flexible schedules
* Duty-free lunch
* Health and wellness consultations with staff dietitian
* Nutritious breakfast and lunch available daily