



BERKS COUNTY
COLA

Committee on Legislative Action

THE ISSUE:

Mandated Training

As stated in the Public School Code, school district personnel are required to participate in mandatory trainings in a variety of critically important topics. However, the cumulative impact on time, for training, tracking, and management requires school administrators to continually revisit how to provide the mandated training in a thorough and efficient manner. Addressing the number of mandated training hours is essential. **Ultimately, taxpayers are the ones paying educators' salaries and subsequently are paying for all mandated trainings.**

PRIORITY:
Provide access to
a high-quality
education for the
70,000+ students
in Berks County

TARGETED ADVOCACY AREA: MANDATED TRAINING

DATA POINTS

\$3 million

spent annually by Berks County school
districts on mandated training

\$685

spent per educator on
mandated training each year

27

TRAININGS
required by law
for PA educators

15%

INCREASE
of training hours devoted to
fulfilling state mandates
SINCE 2021

Data points provided are from the
2022-2023 school year to date.

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KEY TALKING POINTS | POLICY PRIORITIES

- **Mandated trainings are time-consuming for school districts**, not only for those participating in the trainings, but also for those responsible for the coordination, management, and tracking of training sessions.
- There is a layering effect to this legislation as more mandated training hours are being added each year. **Currently there are 27 trainings required by law for educators in Pennsylvania, totaling 13 hours.** Most recently, three hours of mandated trainings required annually were added in 2022 to address School Safety and Security.
- Based on the number of hours, Berks County school districts are **spending a combined \$3.0 million annually** on mandated training for employees.

PROPOSED SOLUTIONS | IDEAS FOR MOVING FORWARD | ACTION NEEDED

- **Provide a framework and proposed components for each mandate.** There is no question that all of the required trainings are critically important, but rather than focusing on the amount of time spent on each training, the emphasis should be on the required content to be addressed. This will allow school districts to retain a greater local control while still following the state's guidance. It will also alleviate the time spent on tracking and management of hours.
- **Consider the impact on educators of additional trainings.** Acknowledging that there will certainly be additional topics in the future that merit mandated trainings, legislators are encouraged to consider the layering effect on the time of educators and district personnel including the subsequent cost to taxpayers for any future mandated trainings. Relief from mandated hourly requirements can help to save school districts' and taxpayers' money.