

Grossman, David M - WHD

From: Navarro, Montaniel S - WHD
Sent: Monday, November 1, 2021 12:31 PM
To: DeBisschop, Amy M - WHD
Subject: FW: FLSA and Teachers Powerpoint
Attachments: FLSA Teacher Exception Presentation 10.28.21.pdf

Fyi.

From: Garcia, Kristin M - WHD <(b)(6)@dol.gov>
Sent: Friday, October 29, 2021 10:31 AM
To: Navarro, Montaniel S - WHD <(b)(6)@dol.gov>; Davidson, Patricia J - WHD <(b)(6)@dol.gov>; Kravitz, Michael - WHD <(b)(6)@dol.gov>; Looman, Jessica - WHD <(b)(6)@dol.gov>; Brown, Brandon S - WHD <(b)(6)@dol.gov>; Dunbar, Lee A - WHD <(b)(6)@dol.gov>; Thomas, Terri - WHD <(b)(6)@dol.gov>
Subject: FW: FLSA and Teachers Powerpoint

FYI.

From: Nunez, Lucia B - OSEC <(b)(6)@dol.gov>
Sent: Thursday, October 28, 2021 4:07 PM
To: Looman, Jessica - WHD <(b)(6)@dol.gov>; Garcia, Kristin M - WHD <(b)(6)@dol.gov>; Treves, Valeria - OSEC <(b)(6)@dol.gov>
Subject: Fwd: FLSA and Teachers Powerpoint

PowerPoint attached!

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From: Alam, Lubna [NEA-GC] <lalam@nea.org>
Sent: Thursday, October 28, 2021 1:41:40 PM
To: Nunez, Lucia B - OSEC <Nunez.Lucia.B@dol.gov>
Cc: aobrien@nea.org <aobrien@nea.org>
Subject: FLSA and Teachers Powerpoint

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Lucia,

Attached is NEA's slide deck that we shared during our meeting today regarding the FLSA and teachers. Thanks for today's meeting - we look forward to discussing these issues further and in more detail.

All the best,

Lubna

Lubna A. Alam

lalam@nea.org

Staff Counsel, Office of General Counsel

National Education Association



FLSA

FAIR LABOR STANDARDS ACT

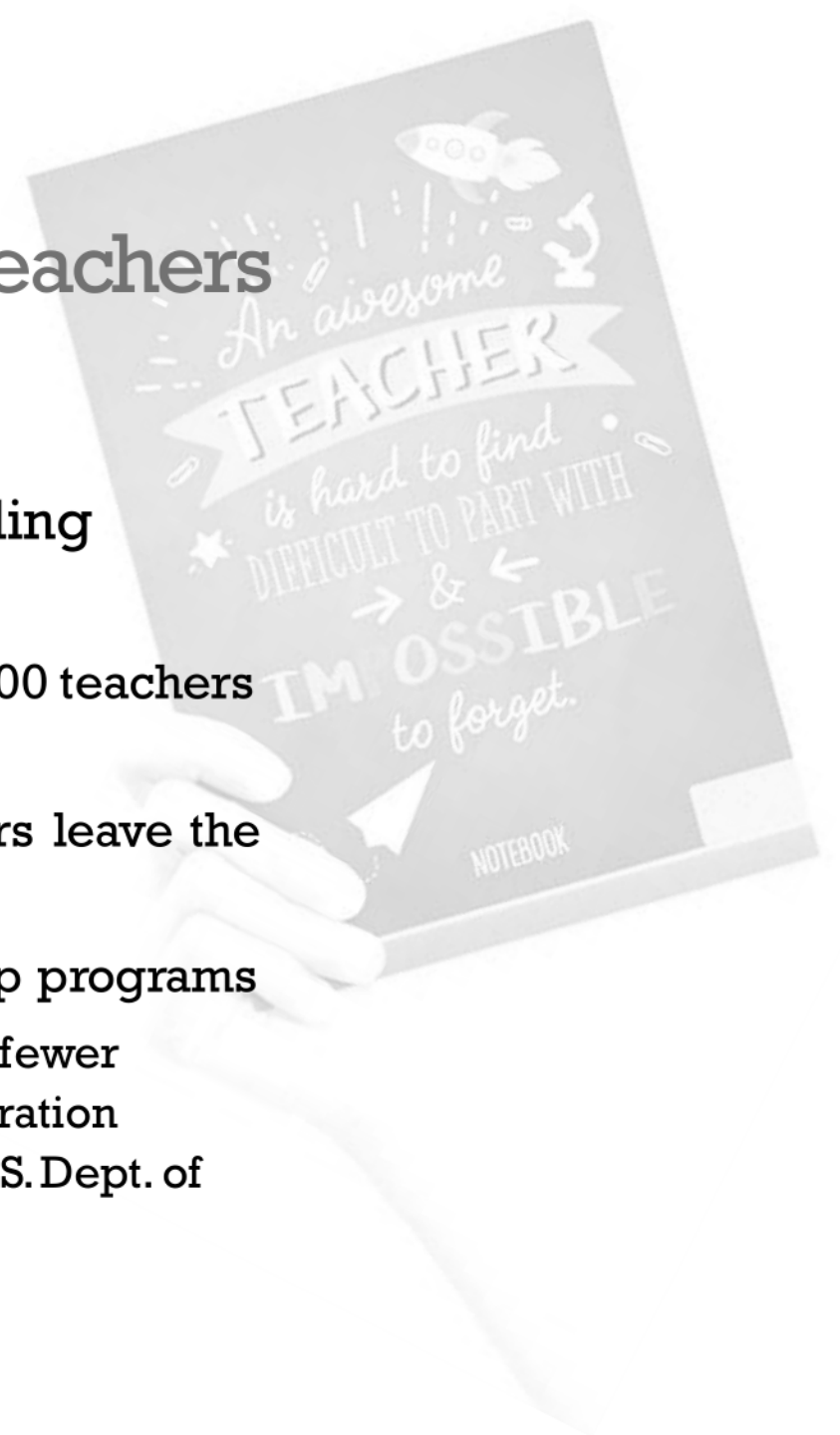
Needed Regulatory Reform of the FLSA Teacher Exception

Alice O'Brien, Lubna Alam, Dale Templeton & Stacey Pelika

National Education Association

Critical Ongoing Lack of Teachers Nationwide

- School districts have difficulty finding qualified teachers.
 - Estimated annual shortage of 100,000 teachers (LPI 2016)
 - High rates of attrition: 8% of teachers leave the profession annually (LPI 2016)
 - Plunging enrollment in teacher prep programs
 - In 2018-19, approximately 157,000 fewer students enrolled in teacher preparation programs compared to 2008-09 (U.S. Dept. of Ed.)



COVID-19 has Worsened the Shortage

- 2021 RAND Survey found 25% of teachers want to leave their jobs, compared to 16% pre-pandemic
- Shortage especially acute in math, science, special education, and bilingual education
- Shortage impacts student achievement and has significant turnover costs

