

Employee Qualifications Benefits and Incentives

The Learning Center! Charter School
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The Learning Center! offers all employee benefits mandated by law including minimum wage, overtime, maternity, leave authorized in 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.**
- **401K retirement plan and a 2% match.**
- **Disability plans available through AFLAC**
- **Direct Deposit**
- **State Credit Union Banking eligibility**
- **Free or Reduced rate for Montessori Pre-School program located here on The Learning Center! campus.**
- **Monetary incentives considered**
- **Approximately 20 paid holidays per year**
- **10 personal leave/ vacation days**
- **In house professional development and opportunities to earn CEUs.**
- **Compensation for authorized travel for school related, trips, business or professional training**

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- **Earn personal leave days through exercising!**
- **Health and wellness consultations with staff dietitian and physical fitness instructor available**
- **Nutritious breakfast and lunch available daily**
- **Relocation assistance**

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. Those areas include: English, reading, language arts, mathematics, science, foreign languages, civics and government, social studies, economics, arts, history, geography, and kindergarten through Grade 6 (K-6). The federal regulations do not apply to non-core academic subject area teachers such as those in most vocational (workforce development/career-technical education) programs or physical education.

To be designated “Highly Qualified,” new elementary and new special education teachers must pass a rigorous state test (currently PRAXIS II). Middle school, high school, and special subject teachers (e.g., art, music, second languages, etc.) can be designated “Highly Qualified” by passing a rigorous state test (currently PRAXIS II), or by having an academic major or the equivalent in the content area, or by having a graduate degree in the content area, or by having National Board Certification in the area. Teachers who are considered “Highly Qualified” in another state are also “Highly Qualified” in North Carolina.

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.

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