

**RURAL TEACHER RECRUITMENT AND RETENTION INCENTIVES  
FY18 PROVISO 1A.59**

**LEGISLATIVE REPORT  
JULY 2018**

**INTRODUCTION**

Under FY18 Proviso 1A.59, the Center for Educator Recruitment, Retention, and Advancement (CERRA), in collaboration with the SC Department of Education and the SC Education Oversight Committee, was charged with the continued development and implementation of a program of recruitment and retention incentives available to districts experiencing five-year average teacher turnover rates of greater than 11%, as reported on the district's five most recent State Report Cards.

In June 2017, five-year average teacher turnover rates were recalculated to determine which districts would be eligible for FY18 Proviso funds. Because State Report Cards are released in the fall each year, the most recent Report Cards available were those released in the fall of 2016, from the 2015-16 school year. Thus, the five school years included in the calculations for FY18 were 2011-12 through 2015-16. Thirty districts were eligible to participate, and funds were allocated for the program in the amount of \$9,748,392. A copy of FY18 Proviso 1A.59 is attached as Appendix A and a list of the eligible districts ("Districts") is attached as Appendix B.

**AVAILABLE INCENTIVES**

**Recruiting Into the Profession From Within a District:**

- **Teacher Cadet** - start-up costs, materials, and support for Districts to initiate or strengthen the high school teacher recruitment program known as Teacher Cadet
- **Alternative Certification** - funds for Districts to reimburse the costs for district employees with non-education college degrees seeking to become certified to teach through the Program for Alternative Certification of Educators (PACE); costs may include the application fee, training program fees, course tuition, books, and travel
- **Certification Examinations** - funds for Districts to provide workshops and reimbursement of exam fees for district employees needing to take and/or pass certification exams in order to become certified to teach
- **Non-traditional Student Programs** - Funds to support colleges and universities, in partnership with one or more Districts, in the development of non-traditional certification programs for district employees (or other individuals in the district community) with little or no college for whom a traditional teacher certification program is not feasible

### **General Recruitment and Hiring:**

- Recruitment Expenses - funds for District recruitment materials, travel expenses, website updates, etc.
- Online Employment System - subscription to a package of online services that includes a national job bank, a national applicant database, an applicant screening service and an application management system
- Teacher Expo - waiver of registration fees for Districts to send recruiters to the annual, CERRA-sponsored, state-wide teacher recruitment job fair
- First-year Teacher Stipend - funds for Districts to pay first-year teachers at the second-year teacher salary level
- International Teacher Fees - funds to cover District costs associated with employment of international teachers who hold a J-1 visa, or the transition of a currently employed international teacher to an H1-B visa

### **Recruitment and Retention:**

- Critical Need Salary Stipend - funds for Districts to pay an additional salary stipend to newly hired and current critical need subject teachers; critical need subject areas were determined based on the results of the Teacher Supply Study Report developed in compliance with FY16 Proviso 1A.78
- Undergraduate Loan Forgiveness - loan forgiveness funds disbursed directly to classroom teachers who taught for one year in a District during the 2016-17 school year
- Travel Stipend - funds for Districts to provide a stipend to classroom teachers who commute more than a specified distance to their teaching assignment
- Housing Purchase - funds to reimburse Districts for the cost of a down-payment and renovation of a house or apartment building to be rented out to classroom teachers.

### **Retention:**

- Mentoring/Induction Support - funds for Districts to support training and professional development for mentor teachers and the beginning teachers to whom they are assigned, as well as funds to pay salary stipends to mentor teachers
- Graduate Coursework - funds to reimburse classroom teachers for costs associated with graduate coursework that the District has determined would address a District need or promote job satisfaction/retention
- Professional Development - funds for Districts to provide professional development for classroom teachers that is intended to address a district need or promote job satisfaction/retention

## **DISBURSEMENTS AND EXPENDITURES**

Districts submitted fund disbursement requests which specified the incentive for which the funds were to be utilized, the amount requested, and the manner in which the amount was calculated or is to be expended. A copy of the disbursement request form is attached as Appendix C. If

approved, funds were disbursed within 10 - 14 days. A total of \$11,869,319<sup>1</sup> was disbursed to Districts between July 1, 2017 and June 30, 2018. Disbursement totals by district and incentive type, as well as totals by incentive type are attached as Appendix D.

Expenditures on behalf of the Districts included subscription fees to the online recruitment and hiring system, fees for Teacher Expo attendance, and direct grants to Teacher Cadet sites and Teacher Cadet College Partners to be used for materials and opportunities for Cadets. Total expenditures for FY18 were \$145,015<sup>1</sup>.

Undergraduate loan forgiveness funds were disbursed directly to teacher applicants between July 1, 2017 and August 15, 2017, upon receipt of an application, loan balance documentation, and District verification that the teacher completed a full year of employment during the 2016-17 school year. The total amount of loan forgiveness funds disbursed directly to teachers was \$662,225<sup>1</sup>.

No funds have yet been requested by or disbursed to colleges or universities wishing to develop non-traditional student certification programs.

## **EFFECTIVENESS**

The 2016-17 school year was the first full year of implementation of Proviso recruitment and retention incentives. CERRA's annual Supply and Demand Survey was conducted in Fall 2017 to ascertain, among other things, the number of teacher departures at or after the conclusion of the 2016-17 school year. For that school year, twenty-eight districts were eligible to request FY17 Proviso funds. The Fall 2017 Survey Report was released in January 2018. The Survey Report indicates that fourteen of the twenty-eight Districts showed an improvement in each District's five-year average retention rate.

Twenty-four of these twenty-eight Districts requested Proviso funds to implement retention incentives during the 2016-17 school year. Ten of these Districts had fewer teachers leaving their positions. Of those ten Districts, five reported fewer departures among teachers in their early years of teaching, those with five or fewer years of experience. Additionally, nine of the 24 Districts who implemented retention incentives had fewer teachers leaving the District to teach in another SC public school district. Seven of those nine Districts also reported fewer numbers of this type of departure among early year teachers.

Twenty-seven of the twenty-eight Districts requested Proviso funds to implement recruitment and/or retention incentives during the 2016-17 school year. Eleven of these Districts reported fewer vacant teaching positions at the beginning of the 2017-18 school year. Two of the eleven Districts reduced their vacant positions by more than half, with one going from 44 to 24 vacancies and the other from 21 to 11 vacancies. In addition, six of these eleven Districts reported no vacancies at the beginning of the 2017-18 school year.

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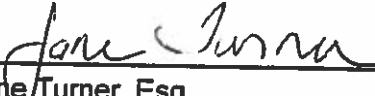
<sup>1</sup> The funds disbursed and/or expended during FY18, \$11,869,319 + \$145,015, + \$662,225, for a total of \$12,676,559, exceed the FY18 legislative allocation of \$9,748,392. The difference of \$2,928,167 came from FY17 carry-over funds.

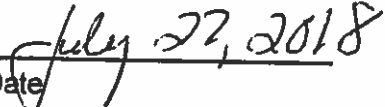
The Supply and Demand Survey will again be conducted in Fall 2018 to collect information about the 2017-18 school year. The Fall 2018 Survey Report will be completed and released in January 2019.

**PLANS FOR FY19**

Six additional districts became eligible for FY19 Proviso funds. A list of the thirty-six eligible Districts is attached as Appendix E. The superintendents and personnel administrators from the thirty-six Districts were invited to attend a meeting, held on July 12, 2018, for the purpose of reviewing the available incentives, district allotments, and the procedures for requesting funds. A memorandum summarizing the meeting was mailed to all District representatives who had been invited to attend the meeting.

**RESPECTFULLY SUBMITTED:**

  
\_\_\_\_\_  
Jane Turner, Esq.  
Executive Director  
Center for Educator Recruitment, Retention, and Advancement

  
\_\_\_\_\_  
Date

**APPENDIX A**

**1A.59. (SDE-EIA: Rural Teacher Recruiting Incentive) (A)** There is created a program within the South Carolina Center for Educator Recruitment, Retention, and Advancement (CERRA) to recruit and retain classroom educators in rural and underserved districts experiencing excessive turnover of classroom teachers on an annual basis.

(B) During the current fiscal year CERRA shall publish eligibility requirements and applications for individual educators, school districts, and institutions of higher education not inconsistent with existing licensure requirements for each, but also including:

(1) Eligible districts identified by CERRA as experiencing greater than eleven percent average annual teacher turnover, as reported on the districts' five most recent district report cards issued by the South Carolina Department of Education, may make application to participate in the program.

(2) Individuals eligible for incentives shall be willing to provide instructional services in an eligible district in exchange for participation in an incentive detailed in item (C) of this section, pursuant to the obligations and restrictions stated for each.

(3) Institutions of higher education eligible to receive education funding as a component of recruiting incentives created pursuant to item (C) of this section shall not be excluded from participation in Teaching Fellows Program.

(4) Any incentives requiring individuals to relocate into an eligible district to provide instructional services shall not be made available to individuals providing instructional services in other eligible districts.

(C) Pursuant to item (A), CERRA shall develop a set of incentives including, but not limited to, salary supplements, education subsidies, loan forgiveness, professional development, and mentorship to be provided to classroom educators that offer instructional services in eligible districts and shall provide incentive options for eligible individuals at all stages of their careers, including high-school and college or university students interested in entering the teaching profession and including individuals entering the field through an alternative certification pathway to include, but not limited to, PACE, ABCTE, Teach for American and CATE Work-Based Certification.

At a minimum, the incentives shall include:

(1) South Carolina Teachers Loan forgiveness at a rate of one year for every two years of service as a teacher in an eligible district, unless otherwise eligible for a greater forgiveness rate under the guidelines of the South Carolina Teachers Loan Program.

(2) Development of a program for forgiveness of undergraduate student loans, not to exceed \$5,000 per year, for up to 7 years, for teachers participating in this incentive that achieve certification through an alternative pathway or who have a loan from an institution other than the South Carolina Student Loan Corporation or program other than the South Carolina Teachers Loan Program.

(3) Development of a forgivable loan program for individuals pursuing graduate coursework in furtherance of a teaching career, including enrollment in graduate-level coursework necessary to seek additional credentialing or certification relevant to the participant's teaching practice, or individuals seeking an alternative pathway to certification as a teacher.

(4) Support for the establishment and maintenance of a teaching mentorship program, including salary supplements for teaching mentors not to exceed \$2,500 per year. (5) Other technical support and recruiting incentives as developed by CERRA in conjunction with the Department of Education and the Education Oversight Committee consistent with the objectives of this section.

(D) In addition to eligibility and application requirements, CERRA shall develop a process for recovering an amount equal to the incentives given to individual participants who fail to comply with the obligations associated with a relevant incentive in which they participate including, but not limited to, failure to complete a prescribed course of study, failure to obtain a relevant certification or licensure upon completion of a course of study, or failure to provide instructional services in an eligible district for a prescribed period of time.

(E) CERRA shall report by July thirty-first of the current fiscal year to the Governor, President pro Tempore of the Senate, and Speaker of the House on the incentives developed pursuant to item (C) of this section and make recommendations for attracting and retaining high quality teachers in rural and underserved districts. The report shall contain at a minimum eligibility requirements and application processes for districts and individuals, descriptions of and proposed budgets for each incentive program and an analysis of the number and demographics of individuals potentially eligible for each.

(F) Funds appropriated or transferred for use in the Rural Teacher Recruiting Incentive may be carried forward from prior fiscal years and used for the same purpose.

APPENDIX B

RURAL TEACHER RECRUITING INCENTIVE PROGRAM  
FY18 PROVISIO 1A.59

2017-18 ELIGIBLE DISTRICTS

Allendale
Anderson 4
Bamberg 2
Barnwell 19
Barnwell 29
Barnwell 45
Beaufort
Clarendon 1
Clarendon 2
Dillon 4
Dorchester 4
Edgefield
Fairfield
Florence 3
Florence 4
Hampton 1
Hampton 2
Jasper
Lee
Lexington 4
Marion
Marlboro
McCormick
Orangeburg 3
Orangeburg 4
Orangeburg 5
Richland 1
Saluda
Sumter
Williamsburg



REQUEST FOR DISBURSEMENT OF FUNDS  
FY18 Proviso 1A.59 - Rural Recruiting Incentive

District requesting funds: \_\_\_\_\_

Superintendent: \_\_\_\_\_

Mailing address: \_\_\_\_\_

\_\_\_\_\_

Incentive being implemented (complete one request per incentive): \_\_\_\_\_

\_\_\_\_\_

Specific amount requested: \_\_\_\_\_

Describe how the amount requested was calculated or determined: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Superintendent signature: \_\_\_\_\_

Date: \_\_\_\_\_

**For Office Use Only**

Approved:  Yes - Check request being processed

Yes - Check request will be processed once exact amount determined and request form resubmitted

No – Explanation and/or additional information needed: \_\_\_\_\_

CERRA representative: \_\_\_\_\_ Date: \_\_\_\_\_

**Please note that funds will be disbursed via check issued by Winthrop University.**



**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE**

DISTRICT	INCENTIVE TYPE	DISBURSEMENT	TOTAL
Allendale	Alternative Certification Fees	\$ 5,440.00	
	Travel Stipend	\$ 27,500.00	
Anderson 4	Alternative Certification Fees	\$ 12,679.14	\$ 32,940.00
	Certification Examination Support	\$ 146.00	
	Critical Need Subject Stipends	\$ 155,969.00	
	Graduate Coursework/Professional Development	\$ 78,463.46	
	Mentoring / Induction Support	\$ 39,965.00	
	Recruitment Expenses	\$ 61,075.00	
Barnberg 2	Certification Examination Support	\$ 2,700.00	\$ 348,297.00
	Graduate Coursework/Professional Development	\$ 29,700.00	
	Mentoring / Induction Support	\$ 32,750.00	
	Recruitment Expenses	\$ 190,278.00	
	Travel Stipend	\$ 5,000.00	
Barnwell 19	Critical Need Salary Stipends	\$ 66,204.00	\$ 260,428.00
	Graduate Coursework/Professional Development	\$ 16,664.00	
	Travel Stipend	\$ 22,553.00	
Barnwell 29	Alternative Certification Fees	\$ 1,212.00	\$ 105,421.00
	Critical Need Salary Stipends	\$ 26,375.00	
	Graduate Coursework/Professional Development	\$ 5,872.00	
	Mentoring / Induction Support	\$ 34,948.00	
	Recruitment Expenses	\$ 10,362.00	
	Travel Stipend	\$ 7,106.00	
			\$ 85,875.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE**

Barnwell 45	Certification Examination Support	\$	7,895.00	
	Mentoring / Induction Support	\$	34,101.00	
	Teacher Cadet Support	\$	3,041.00	
	Recruitment Expenses	\$	27,715.00	
	First Year Teacher Salary Stipend	\$	27,816.00	
	Website Updates	\$	11,287.00	
				\$ 111,855.00
Beaufort	Critical Need Salary Stipends	\$	61,361.00	
	Mentoring / Induction Support	\$	431,946.00	
	Recruitment Expenses	\$	12,000.00	
				\$ 505,307.00
Clarendon 1	Alternative Certification Fees	\$	4,513.00	
	Graduate Coursework/Professional Development	\$	32,175.00	
	Mentoring / Induction Support	\$	8,816.00	
	Teacher Cadet Support	\$	10,000.00	
	Recruitment Expenses	\$	217,409.00	
	Travel Stipend	\$	43,250.00	
				\$ 316,163.00
Clarendon 2	Critical Need Salary Stipends	\$	135,639.00	
	Graduate Coursework/Professional Development	\$	32,424.00	
	Recruitment Expenses	\$	1,200.00	
				\$ 169,263.00
Dillon 4	Alternative Certification Fees	\$	1,976.00	
	Certification Examination Support	\$	360.00	
	Critical Need Subject Stipends	\$	216,700.00	
	Graduate Coursework/Professional Development	\$	12,368.00	
	Mentoring / Induction Support	\$	42,966.00	
	Recruitment Expenses	\$	366,100.00	
	First Year Teacher Salary Stipend	\$	17,314.00	
	Website Updates	\$	17,000.00	
				\$ 674,784.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE**

Dorchester 4	Mentoring / Induction Support	\$	47,516.00	\$	47,516.00
Edgefield	Alternative Certification Fees	\$	1,390.00		
	Certification Examination Support	\$	221.00		
	Mentoring / Induction Support	\$	38,800.00		
	Recruitment Expenses	\$	504.00		
Fairfield	Alternative Certification Fees	\$	146.00	\$	40,915.00
	Certification Examination Support	\$	610.00		
	Critical Need Subject Stipends	\$	285,307.00		
	Graduate Coursework/Professional Development	\$	2,860.00		
	Mentoring / Induction Support	\$	102,270.00		
	Recruitment Expenses	\$	283,145.00		
	First Year Teacher Salary Stipend	\$	10,158.00		
	Travel Stipend	\$	24,319.00		
	Website Updates	\$	29,100.00		
Florence 3	Alternative Certification Fees	\$	117,470.00	\$	737,915.00
	Critical Need Salary Stipends	\$	210,745.00		
	Graduate Coursework/Professional Development	\$	87,461.00		
	Mentoring / Induction Support	\$	118,145.00		
	Teacher Cadet Support	\$	10,895.00		
	Recruitment Expenses	\$	173,980.00		
	Website Updates	\$	4,000.00		
Florence 4	Critical Need Salary Stipends	\$	29,746.00	\$	722,696.00
	Mentoring / Induction Support	\$	23,072.00		
	Recruitment Expenses	\$	160,000.00		
	Website Updates	\$	35,000.00		
				\$	247,818.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE**

Hampton 1	Alternative Certification Fees	\$	255.00		
	Certification Examination Support	\$	5,516.00		
	Critical Need Subject Stipends	\$	105,766.00		
	Graduate Coursework/Professional Development	\$	506,178.00		
	Mentoring / Induction Support	\$	82.00		
	Recruitment Expenses	\$	37,585.00		
	Website Updates	\$	5,921.00		
Hampton 2	Certification Examination Support	\$	5,000.00	\$	
	Graduate Coursework/Professional Development	\$	13,000.00		
	Recruitment Expenses	\$	13,500.00		
Jasper	Alternative Certification Fees	\$	255.00	\$	
	Graduate Coursework/Professional Development	\$	950.00		
	Mentoring / Induction Support	\$	19,347.00		
	Recruitment Expenses	\$	202,755.00		
				\$	223,307.00
Lee	Certification Examination Support	\$	8,732.00		
	Critical Need Salary Stipends	\$	131,145.00		
	Graduate Coursework/Professional Development	\$	143,830.00		
	Mentoring / Induction Support	\$	120,374.00		
	Recruitment Expenses	\$	410,625.00		
	Travel Stipend	\$	128,360.00		
Lexington 4	Critical needs Subject Stipends	\$	37,584.00	\$	
	Graduate Coursework/Professional Development	\$	1,575.00		
	First Year Teacher Salary Stipend	\$	102,542.00		
				\$	141,701.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE**

Marion	Alternative Certification Fees	\$	8,031.00	
	Certification Examination Support	\$	124.00	
	Critical Need Salary Stipends	\$	294,416.00	
	Graduate Coursework/Professional Development	\$	58,000.00	
	Mentoring / Induction Support	\$	31,410.00	
	Recruitment Expenses	\$	206,743.00	
				\$ 598,724.00
Marlboro	Critical Need Salary Stipends	\$	209,048.00	
	Graduate Coursework/Professional Development	\$	164,495.00	
	Recruitment Expenses	\$	185,644.00	
	First Year Teacher Salary Stipend	\$	8,834.00	
				\$ 568,021.00
McCormick	Alternative Certification Fees	\$	5,782.00	
	Graduate Coursework/Professional Development	\$	48,870.00	
	Mentoring / Induction Support	\$	14,175.00	
	Recruitment Expenses	\$	111,450.00	
	Travel Stipend	\$	20,000.00	
				\$ 200,277.00
Orangeburg 3	Recruitment Expenses	\$	180,313.00	
				\$ 180,313.00
Orangeburg 4	Critical Need Salary Stipends	\$	209,918.00	
	Graduate Coursework/Professional Development	\$	63,000.00	
	Mentoring / Induction Support	\$	64,590.00	
	Recruitment Expenses	\$	131,200.00	
				\$ 468,708.00
Orangeburg 5	Critical Need Salary Stipends	\$	319,538.00	
	Graduate Coursework/Professional Development	\$	3,466.00	
	Mentoring / Induction Support	\$	92,800.00	
	Recruitment Expenses	\$	119,250.00	
				\$ 535,054.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE**

Richland 1	Critical Need Salary Stipends	\$	708,000.00	
	Mentoring / Induction Support	\$	197,500.00	
	Recruitment Expenses	\$	7,500.00	
				\$ 913,000.00
Saluda	Graduate Coursework/Professional Development	\$	217,448.00	
	Mentoring / Induction Support	\$	53,000.00	
	Teacher Cadet Support	\$	5,000.00	
	Recruitment Expenses	\$	39,200.00	
				\$ 314,648.00
Sumter	Alternative Certification Fees	\$	2,300.00	
	Certification Examination Support	\$	458.00	
	Graduate Coursework/Professional Development	\$	9,500.00	
	Mentoring / Induction Support	\$	12,664.00	
	Recruitment Expenses	\$	30,996.00	
				\$ 55,918.00
Williamsburg	Critical Need Salary Stipends	\$	364,875.00	
	Mentoring / Induction Support	\$	182,341.00	
	Recruitment Expenses	\$	1,047,916.00	
	Travel Stipend	\$	31,454.00	
				\$ 1,626,586.00
				\$ 11,869,319.00

### DISBURSEMENTS BY INCENTIVE TYPE

Incentive Type	Disbursement
Recruitment Expenses	\$4,096,854
Critical Need Subject Stipends	\$3,993,102
Graduate Coursework/Professional Development	\$1,594,165
Induction Teacher / Mentor Support	\$1,284,746
Travel stipend	\$309,542
First Year Teacher Salary Stipend	\$188,194
Website Updates	\$180,567
Alternative Certification Fees	\$161,451
Certification Examination Support	\$31,762
ProTeam/Teacher Cadet Support	\$28,936
<b>Total</b>	<b>\$11,869,319</b>

APPENDIX E

RURAL TEACHER RECRUITING INCENTIVE PROGRAM  
FY19 PROVISIO 1A.55

2018-19 ELIGIBLE DISTRICTS

Allendale
Anderson 4
Bamberg 2
Barnwell 19
Barnwell 29
Barnwell 45
Beaufort
Charleston
Clarendon 1
Clarendon 2
Darlington
Dillon 3
Dillon 4
Dorchester 4
Edgefield
Fairfield
Florence 2
Florence 3
Florence 4
Hampton 1
Hampton 2
Jasper
Lee
Lexington 4
Marion
Marlboro
McCormick
Newberry
Orangeburg 3
Orangeburg 4
Orangeburg 5
Richland 1
Richland 2
Saluda
Sumter
Williamsburg