



RURAL TEACHER RECRUITMENT AND RETENTION INCENTIVES FY22 PROVISO 1A.51

LEGISLATIVE REPORT JULY 2022

INTRODUCTION

Beginning in FY16, pursuant to Proviso 1A.73, the Center for Educator Recruitment, Retention, and Advancement (CERRA), in collaboration with the SC Department of Education (SCDE) and the Education Oversight Committee (EOC), was charged with the responsibility of developing a list of recruitment and retention incentives available to districts. The proviso has since been renewed each year with some substantive amendments.

Under the FY22 Proviso 1A.51, CERRA, in collaboration with the SCDE and the EOC, was charged with the continued development and implementation of the program of recruitment and retention incentives available to districts. To be eligible to participate, districts must have experienced a five-year average teacher turnover rate of greater than 11%, as reported on the district's five most recent Report Cards, and districts may not be one of the top fifteen wealthiest districts in the state, based on the index of taxpaying ability.

In June 2021, five-year average teacher turnover rates were calculated anew to determine which districts would be eligible for FY22 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 2020, from the 2019-20 school year. Thus, the five school years included in the calculations for FY22 were 2015-16 through 2019-20. Forty-three districts were eligible to participate, and funds were allocated by the legislature in the amount of \$7,598,392. Individual district allocations were then calculated based on the number of teachers in the district and the district's turnover rate. A list of the eligible districts with their allocations is attached as Appendix A.

DISTRICT INCENTIVES

Recruiting Into the Profession From Within a District:

- **Alternative Certification** – funds for districts to reimburse employees for costs associated with applying for and participating in an alternative certification program
- **Bridge Program Partnerships** – funds to cover district costs associated with college/university partnerships to identify and support future teachers
- **Certification Examinations** – funds for districts to reimburse employees for costs associated with certification exam fees and certification exam support seminars

- Teacher Cadet Start-up Costs – funds to cover costs associated with starting a new Teacher Cadet class, excluding instructor salary; may include startup of Pro-Team or other types of teacher recruitment classes

General Recruitment and Hiring:

- District Website Upgrades – funds for districts to improve their websites so as to assure accessibility from all devices, ease in locating information about vacancies, and availability of an online application process
- First-year Teacher Stipend – funds for districts to increase the salary for first-year teachers to the second-year teacher salary level
- International Teacher Fees – funds to cover district costs associated with hiring international teachers
- National Employment System Vendor – funds for districts to subscribe to a national vendor package of online services to track, recruit, screen and onboard applicants
- Recruitment Expenses – funds for districts to cover the cost of travel expenses associated with domestic recruitment activities (such as attendance at job fairs), the purchase of marketing materials, etc.

Recruitment and Retention:

- Critical Need Salary Stipend – funds for districts to pay salary stipends to critical need subject teachers to encourage them to accept employment and to remain in the district
- Housing Purchase – funds to reimburse districts for all or some of the cost of a down-payment and the renovation of a house or apartment building to be rented out to teachers
- Travel Stipend – funds for districts to provide a stipend to teachers who travel to their teaching assignment from outside the district, to offset the commuting costs

Retention:

- Graduate Coursework – funds to reimburse teachers for costs associated with graduate coursework that the district has determined would address a district need or promote job satisfaction/retention
- Mentoring/Induction Support – funds for districts to provide stipends for first-year teacher mentors and to offer resources and training for mentors and first-year teachers
- Professional Development – funds to provide professional development for classroom teachers that is intended to address a district need or promote job satisfaction/retention

RURAL DISTRICT UNDERGRADUATE LOAN FORGIVENESS PROGRAM

Beginning in FY17, pursuant to Proviso 1A.73, CERRA began administering the Rural District Undergraduate Loan Forgiveness Program. Eligible classroom-based teachers may apply for up to \$5,000 per year, for up to seven years, to be applied to the balance on any undergraduate loan for which no other loan forgiveness options apply.

DISBURSEMENTS AND EXPENDITURES

Districts submitted fund disbursement requests that specified the incentive for which funds will be utilized, the amount requested, the manner in which the amount was calculated, and how the incentive will be implemented. A copy of the disbursement request form is attached as Appendix B. A total of \$7,321,041.45¹ was disbursed to districts between July 1, 2021 and June 30, 2022. A chart of district disbursements by district and incentive type is attached as Appendix C. A chart of disbursement totals for each incentive type is attached as Appendix D.

Expenditures on behalf of the districts included ProTeam and Teacher Cadet site grants that offset the cost of supplies and/or travel to observe students in internship assignments. College Partners receive site grants to offset the cost of Teacher Cadet College Days. Total expenditures for FY22 were \$23,935.¹

Undergraduate loan forgiveness funds were disbursed directly to teacher applicants between June 14, 2021 and August 4, 2021, upon receipt of an application, loan balance documentation, and district verification that the teacher completed a full year of employment during the 2020-21 school year. The total amount of loan forgiveness funds disbursed directly to teachers was \$292,708.¹

EFFECTIVENESS

Effectiveness data for the Rural Recruitment Initiative are derived from CERRA's Annual Educator Supply and Demand Survey. This Survey is administered to district personnel directors at the beginning of each school year to ascertain, among other things, the number of teacher departures from the prior school year and the number of positions still vacant at the beginning of the current school year. For the 2021-22 school year (FY22), 43 public school Districts in the state were eligible to apply for funds through the Rural Recruitment Initiative (RRI). However, effectiveness data for these districts will not be available until the fall of 2022, so this section of the report will focus on the 43 districts that were eligible for funds during the 2020-21 school year (FY21).

¹FY22 available funds included the legislative allocation of \$7,598,392 plus \$676,957 in FY21 carryover funds, for a total of \$8,275,349. Funds that were disbursed and/or expended during FY22 (\$7,321,041 + \$23,935 + \$292,708) totaled \$7,637,684. Administrative costs of \$207,952 bring the total utilized to \$7,845,636. Available funds (\$8,275,349) – funds utilized (\$7,845,636) leaves a FY22 carryover amount of \$429,713, resulting primarily from some districts not making use of their full allocation.

Note: Although the same number of districts were eligible for RRI funds in FY21 and FY22, the lists are not identical. In FY22: one district from FY21 came off the list of eligible participants, two districts were added to the list, and three districts were impacted by consolidations.

All of the 43 eligible districts requested funds for teacher recruitment and retention incentives during FY21. Based on the 2021-22 Supply and Demand Survey data, 19 of these districts reported some improvement after using the incentives to implement various recruitment/retention strategies. Compared to the previous school year, these districts specifically had fewer teachers leaving their position and/or fewer positions that remained vacant. It should be noted that two of the eligible districts did not submit a survey for the 2021-22 school year.


A further breakdown of data showed the following: 15 rural districts experienced fewer teacher departures overall; 19 districts had fewer early-career teachers leaving with no more than five years of teaching experience; and 15 districts reported a decrease in the number of first-year departures specifically. Ten districts indicated fewer teaching positions still vacant at the beginning of the 2021-22 school year. Although these numbers are lower than those from FY21, it is important to point out that nearly half of RRI districts did report some type of progress.

The Supply and Demand Survey will again be conducted in the fall of 2022. The Survey Report will be completed and released in November or December 2022.

PLANS FOR FY23

The Office of the State Inspector General conducted an inquiry into CERRA's oversight of a district's use of Rural Recruitment Initiative funds during FY20 and FY21. In response to the findings, new protocols have been established and will be implemented in FY23. Superintendents serving in the districts eligible to participate in the Rural Recruitment Initiative must complete a disbursement agreement and consent to including the Rural Recruitment Initiative funds as part of the district's annual audit. Negative findings will be reported to CERRA within 30 days of the auditor's findings being reported to the district. A copy of the disbursement agreement is attached as Appendix E.

RESPECTFULLY SUBMITTED:



Jenna Hallman, PhD, NBCT
Executive Director, CERRA

7/7/2022

Date

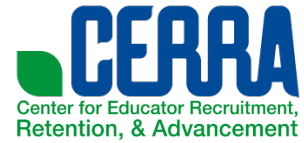
APPENDIX A

ELIGIBLE DISTRICTS AND ALLOCATIONS
FY22 PROVISO 1A.51

District	Allocation
Allendale	\$52,625
Anderson 2	\$130,875
Anderson 3	\$100,750
Anderson 4	\$119,375
Anderson 5	\$508,925
Bamberg 2	\$42,550
Barnwell 19	\$26,575
Barnwell 29	\$40,325
Barnwell 45	\$88,325
Chester	\$209,850
Clarendon 2	\$85,750
Clarendon 4	\$89,825
Colleton	\$217,450
Darlington	\$402,250
Dillon 3	\$52,050
Dillon 4	\$147,550
Dorchester 4	\$102,775
Edgefield	\$142,925
Fairfield	\$153,150
Florence 1	\$399,625
Florence 2	\$44,575
Florence 3	\$147,625
Florence 4	\$29,125
Greenwood 50	\$366,025
Greenwood 51	\$43,450
Hampton	\$122,800
Jasper	\$108,225
Laurens 55	\$261,800
Laurens 56	\$120,500
Lee	\$79,900
Lexington 2	\$371,725
Lexington 4	\$137,800
Marion	\$193,600
Marlboro	\$153,850
McCormick	\$40,725
Newberry	\$269,900

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Orangeburg	\$443,800
Saluda	\$100,325
Spartanburg 3	\$130,650
Spartanburg 7	\$381,900
Sumter	\$593,625
Union	\$151,800
Williamsburg	\$143,250
	\$7,550,500



Request for Disbursement of FY22 Rural Recruitment Initiative Funds

District Name and Mailing Address: _____

Incentive: (from the approved incentives list) _____

Amount Requested: _____

Explanation: (how the incentive will be implemented and the requested amount determined, with further explanation or applicable documentation attached) _____

Assurance: By my signature below, I acknowledge and understand that the funds disbursed pursuant to this request may be used only for the purpose and in the manner stated above, and that any unused portion of the funds not so utilized must be returned to CERRA as soon as the district determines that the funds are not needed, but no later than the conclusion of the 2021-22 school year.

Superintendent Name: _____

Superintendent Signature: _____ **Date:** _____

For CERRA Use Only

Approved: **Yes** - Check request being processed

No – Explanation and/or additional information needed: _____

CERRA Representative: _____ **Date:** _____

Please note that funds will be disbursed via check, issued by Winthrop University, mailed to the district at the address provided above.

APPENDIX C
DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
FY22 PROVISO 1A.51

DISTRICT	INCENTIVE	DISBURSEMENT	TOTAL
Allendale	International Teacher Fees	52,625.00	
			52,625.00
Anderson 2	Certification Examination Support	500.00	
	Graduate Coursework	7,272.00	
	Mentoring/Induction Fees	9,151.64	
	Professional Development	85,300.00	
	Recruitment Expenses	17,471.39	
	Website Updates	10,979.97	
			130,675.00
Anderson 3	National Employment System fees	4,300.00	
	Professional Development	10,380.00	
	Recruitment Expenses	49,864.00	
	Website Updates	36,206.00	
			100,750.00
Anderson 4	Alternative Certification Fees	855.25	
	Mentoring/Induction Fees	8,356.06	
	National Employment System fees	9,000.00	
	Professional Development	65,969.83	
	Recruitment Expenses	2,318.61	
	Website Updates	32,865.00	
			119,364.75
Anderson 5	Mentoring/Induction Fees	84,050.00	
	Professional Development	256,000.00	
	Recruitment Expenses	20,000.00	
	Website Updates	30,000.00	
			390,050.00
Barnwell 19	International Teacher Fees	19,750.00	
			19,750.00
Barnwell 29	Graduate Coursework	10,125.00	
	Mentoring/Induction Fees	8,500.00	
	National Employment System fees	6,000.00	
	Recruitment Expenses	15,000.00	
	Teacher Cadet Start-Up Cost	700.00	
			40,325.00

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Barnwell 45	Alternative Certification Fees	2,400.00	
	Critical Needs Salary Stipends	59,276.00	
	International Teacher Fees	6,841.50	
	Recruitment Expenses	9,807.50	
	Website Updates	10,000.00	
			88,325.00
Chester	Critical Needs Salary Stipends	100,000.00	
	Professional Development	24,800.00	
	Recruitment Expenses	85,050.00	
			209,850.00
Clarendon 2	Critical Needs Salary Stipends	76,590.00	
	Mentoring/Induction Fees	3,700.00	
	Recruitment Expenses	5,460.00	
			85,750.00
Clarendon 4	International Teacher Fees	89,825.00	
			89,825.00
Colleton	Alternative Certification Fees	18,000.00	
	Critical Needs Salary Stipends	15,450.00	
	International Teacher Fees	184,000.00	217,450.00
Darlington	Certification Examination Support	5,000.00	
	Critical Needs Salary Stipends	367,250.00	
	International Teacher Fees	30,000.00	
			402,250.00
Dillon 3	Housing Purchase/Renovations	52,050.00	
			52,050.00
Dillon 4	Certification Examination Support	2,000.00	
	International Teacher Fees	126,000.00	
	Mentoring/Induction Fees	10,550.00	
	Recruitment Expenses	9,000.00	
			147,550.00
Dorchester 4	Critical Needs Salary Stipends	90,578.62	
			90,578.62

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Edgefield	Alternative Certification Fees	4,545.79	
	Graduate Coursework	8,446.48	
	Mentoring/Induction Fees	41,781.33	
	National Employment System fees	4,561.39	
	Professional Development	41,875.54	
	Recruitment Expenses	33,741.07	
	Website Updates	7,973.40	
			142,925.00
Fairfield	International Teacher Fees	153,150.00	
			153,150.00
Florence 1	International Teacher Fees	103,500.00	
	Recruitment Expenses	296,125.00	
			399,625.00
Florence 2	Graduate Coursework	44,575.00	
			44,575.00
Florence 3	Alternative Certification Fees	6,500.00	
	Bridge Program Cost	5,000.00	
	Certification Examination Support	2,085.00	
	Graduate Coursework	60,646.31	
	International Teacher Fees	38,214.45	
	Mentoring/Induction Fees	4,368.50	
	National Employment System fees	7,525.19	
	Recruitment Expenses	23,285.55	
			147,625.00
Florence 4	Critical Needs Salary Stipends	29,125.00	
			29,125.00
Greenwood 50	Alternative Certification Fees	950.00	
	Critical Needs Salary Stipends	28,353.00	
	Graduate Coursework	24,800.00	
	Mentoring/Induction Fees	149,670.05	
	Professional Development	155,150.14	
	Recruitment Expenses	7,097.83	
			366,021.02
Greenwood 51	Critical Needs Salary Stipends	43,450.00	
			43,450.00

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Hampton	Alternative Certification Fees	9,000.00	
	Certification Examination Support	6,222.50	
	International Teacher Fees	90,000.00	
	Mentoring/Induction Fees	11,500.00	
	Professional Development	800.00	
	Recruitment Expenses	5,277.50	
			122,800.00
Jasper	Certification Examination Support	3,000.00	
	International Teacher Fees	58,225.00	
	Recruitment Expenses	47,000.00	
			108,225.00
Laurens 55	Alternative Certification Fees	18,100.00	
	Certification Examination Support	6,270.00	
	Critical Needs Salary Stipends	36,600.00	
	First-Year Teacher Salary Stipend	57,240.00	
	Graduate Coursework	20,500.00	
	Mentoring/Induction Fees	52,825.00	
	Professional Development	48,005.00	
	Recruitment Expenses	22,260.00	
			261,800.00
Laurens 56	Alternative Certification Fees	2,100.00	
	Certification Examination Support	860.00	
	Graduate Coursework	24,800.00	
	Mentoring/Induction Fees	26,125.00	
	National Employment System fees	12,752.33	
	Recruitment Expenses	22,615.00	
			89,252.33
Lee	Certification Examination Support	3,562.50	
	International Teacher Fees	54,791.85	
	National Employment System fees	3,450.74	
	Recruitment Expenses	18,094.91	
			79,900.00
Lexington 2	Recruitment Expenses	371,725.00	
			371,725.00

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Lexington 4	Certification Examination Support	1,600.00	
	International Teacher Fees	18,000.00	
	Mentoring/Induction Fees	15,900.00	
	National Employment System fees	7,000.00	
	Professional Development	7,000.00	
	Recruitment Expenses	68,800.00	
	Website Updates	19,500.00	
			137,800.00
Marion	Alternative Certification Fees	21,700.00	
	Certification Examination Support	4,500.00	
	Critical Needs Salary Stipends	146,057.00	
	Graduate Coursework	4,975.00	
	Mentoring/Induction Fees	983.00	
	Recruitment Expenses	15,385.00	
			193,600.00
Marlboro	Bridge Program Cost	45,000.00	
	Graduate Coursework	35,098.70	
	National Employment System fees	1,379.63	
	Recruitment Expenses	55,371.40	
	Teacher Cadet Start-Up Cost	10,000.00	
	Travel Stipends for Commuters	7,000.00	
			153,849.73
McCormick	Alternative Certification Fees	861.54	
	Critical Needs Salary Stipends	27,638.11	
	Professional Development	7,619.18	
	Recruitment Expenses	4,606.17	
			40,725.00
Newberry	Alternative Certification Fees	13,500.00	
	Certification Examination Support	2,700.00	
	Critical Needs Salary Stipends	25,000.00	
	International Teacher Fees	87,016.21	
	Mentoring/Induction Fees	53,739.79	
	National Employment System fees	29,471.00	
	Professional Development	1,140.00	
	Recruitment Expenses	57,333.00	
			269,900.00
Orangeburg	Alternative Certification Fees	27,000.00	
	International Teacher Fees	416,800.00	
			443,800.00

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Saluda	Mentoring/Induction Fees	36,560.00	
	Professional Development	41,865.00	
	Recruitment Expenses	18,400.00	
	Teacher Cadet Start-Up Cost	3,500.00	
			100,325.00
Spartanburg 3	Alternative Certification Fees	2,000.00	
	Critical Needs Salary Stipends	60,000.00	
	Graduate Coursework	25,000.00	
	Mentoring/Induction Fees	16,000.00	
	Professional Development	5,000.00	
	Recruitment Expenses	20,000.00	
			128,000.00
Spartanburg 7	Alternative Certification Fees	60,000.00	
	Bridge Program Cost	5,000.00	
	Certification Examination Support	60,000.00	
	Graduate Coursework	100,000.00	
	International Teacher Fees	27,000.00	
	Mentoring/Induction Fees	16,000.00	
	Professional Development	80,000.00	
	Recruitment Expenses	19,000.00	
			367,000.00
Sumter	Alternative Certification Fees	15,000.00	
	Certification Examination Support	7,500.00	
	International Teacher Fees	250,000.00	
	Mentoring/Induction Fees	55,000.00	
	National Employment System fees	112,729.00	
	Professional Development	38,000.00	
	Recruitment Expenses	115,396.00	
			593,625.00
Union	Graduate Coursework	67,611.56	
	International Teacher Fees	27,000.00	
	Mentoring/Induction Fees	2,300.00	
	National Employment System fees	18,898.44	
	Recruitment Expenses	5,990.00	
	Website Updates	30,000.00	
			151,800.00

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Williamsburg	Critical Needs Salary Stipends	18,200.00	
	First-Year Teacher Salary Stipend	3,450.00	
	International Teacher Fees	111,171.02	
	Recruitment Expenses	5,208.98	
	Website Updates	5,220.00	
			143,250.00
Total			7,321,041.45

APPENDIX D

DISBURSEMENTS BY INCENTIVE TYPE
FY22 PROVISIO 1A.54

Incentive Type	Disbursement (most to least)
International Teacher Fees	\$ 1,943,910.03
Recruitment Expenses	\$ 1,446,683.91
Critical Needs Salary Stipends	\$ 1,123,567.73
Professional Development	\$ 868,904.69
Mentoring/Induction Fees	\$ 607,060.37
Graduate Coursework	\$ 433,850.05
National Employment System Fees	\$ 217,067.72
Alternative Certification Fees	\$ 202,512.58
Website Updates	\$ 182,744.37
Certification Examination Support	\$ 105,800.00
First-Year Teacher Salary Stipend	\$ 60,690.00
Bridge Program Cost	\$ 55,000.00
Housing Purchase/Renovations	\$ 52,050.00
Teacher Cadet Start-Up Cost	\$ 14,200.00
Travel Stipends for Commuters	\$ 7,000.00
Total	\$ 7,321,041.45



**FY23 Proviso 1A.51 - Rural Recruitment Initiative (RRI)
Funds Disbursement Agreement**

District Name and Mailing Address: _____

Superintendent Name and Email Address: _____

Designated Contact Person and Email Address: _____

Assurances:

1. I acknowledge and understand that FY23 RRI funds disbursed to the district are to be used only for the purpose and in the manner stated in each request.
2. I acknowledge and understand that the FY23 *RRI Disbursement Request Form* must be used for any requests for disbursement of funds and that one disbursement request must be submitted for each incentive. Multiple incentive types included on one Request Form will not be processed.
3. I acknowledge and understand that FY23 RRI funds which have been disbursed to the district should be utilized before the conclusion of FY23, but in no case any later than the conclusion of FY24 and only with permission from CERRA.
4. I acknowledge and understand that any or all of the funds not utilized must be returned to CERRA as soon as the district determines that the funds are not fully needed. Alternatively, a new *RRI Disbursement Request Form* can be submitted to request that some or all of the previously disbursed funds be utilized for a different incentive.
5. I acknowledge and understand that the district's use of RRI funds must be reviewed as part of the district's annual audit, and that the district must specifically notify the district's auditor to that effect. I also acknowledge and understand that any negative findings related to the auditor's review of the district's use of RRI funds will be reported to CERRA within 30 days of the auditor's findings being reported to the district.
6. I acknowledge and understand that any failure to comply with RRI requirements could result in referral of the district and/or the district superintendent to the State Department of Education and/or other state entities for any and all appropriate legal or administrative action.
7. I acknowledge and affirm that I will not receive FY23 RRI funds until I have verified and now affirm that all RRI funds disbursed to the district prior to or during FY21 have been utilized as stated on the request forms and that the use of the funds has been reviewed by the district's auditor.

Superintendent Signature: _____ **Date:** _____