



RURAL TEACHER RECRUITMENT AND RETENTION INCENTIVES FY19 PROVISO 1A.55

LEGISLATIVE REPORT JULY 2019

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 and the SC Education Oversight Committee, was charged with the responsibility of developing a program of recruitment and retention incentives available to districts. The proviso has been renewed each year through the present with some substantive amendments.

Under the FY19 Proviso 1A.55, 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 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 rates of greater than 11%, as reported on the district's five most recent State Report Cards. A copy of FY19 Proviso 1A.55 is attached as Appendix A.

In June 2018, five-year average teacher turnover rates were calculated anew to determine which districts would be eligible for FY19 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 2017, from the 2016-17 school year. Thus, the five school years included in the calculations for FY19 were 2012-13 through 2016-17. Thirty-six districts were eligible to participate, and funds were allocated for the program by the legislature in the amount of \$9,748,392. Individual district allocations were then calculated based on the number of classroom teachers in the District and the District's turnover rate. A list of the eligible districts ("Districts") with their allocations is attached as Appendix B.

DISTRICT INCENTIVES

Recruiting Into the Profession From Within a District:

- Teacher Cadet Start-up Costs – funds to help Districts establish Teacher Cadet sites at high schools that do not currently offer a Teacher Cadet class
- Bridge Program Partnerships – funds to cover District costs associated with college/university partnerships to identify and support future teachers

- Alternative Certification - funds for Districts to reimburse employees for costs associated with completing an alternative certification program
- Certification Examinations - funds for Districts to reimburse employees for costs associated with taking certification examinations and for districts to provide employees with examination preparation support

General Recruitment and Hiring:

- Recruitment Expenses – funds for Districts to cover the cost of travel to recruitment fairs, the purchase of marketing materials, etc.
- 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
- National Employment System Vendor – funds for Districts to subscribe to a national vendor package of online services to track, recruit, screen and onboard applicants
- Teacher Expo - waiver of registration fees for Districts to send recruiters to CERRA-sponsored, state-wide teacher recruitment job fairs
- 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

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
- Undergraduate Loan Forgiveness - funds for disbursement directly to classroom teachers who taught for one year in a District during the 2017-18 school year, to be used to pay down undergraduate loan balances
- Travel Stipend - funds for Districts to provide a stipend to classroom teachers who travel to their teaching assignment from outside the district, to offset the commuting costs
- 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 classroom teachers

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
- 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 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 \$8,559,254¹ was disbursed to Districts between July 1, 2018 and June 30, 2019. A chart of District allotments and disbursements by district and incentive type is attached as Appendix D. A chart of disbursement totals for each incentive type is attached as Appendix E.

Expenditures on behalf of the Districts included 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 \$44,649¹.

Undergraduate loan forgiveness funds were disbursed directly to teacher applicants between July 15, 2018 and August 30, 2018, upon receipt of an application, loan balance documentation, and District verification that the teacher completed a full year of employment during the 2017-18 school year. The total amount of loan forgiveness funds disbursed directly to teachers was \$367,462¹.

EFFECTIVENESS

CERRA's annual Supply and Demand Survey is conducted in the fall of each year to ascertain, among other things, the number of teacher departures at or after the conclusion of the prior school year. The Fall 2018 Survey indicates that of the 30 Districts that were eligible to request FY18 Proviso funds, all Districts requested funds for teacher recruitment and/or retention incentives. Seventeen of the 30 Districts reported some improvements after using the incentives to implement various recruitment and retention strategies.

Specifically, ten of these 17 Districts had fewer teachers leaving their positions and 12 Districts reported a smaller number of vacancies at the beginning of the 2017-18 school year. Of the ten

¹ Funds that were disbursed and/or expended during FY19 (\$8,559,254 + \$44,649, + \$367,462) totaled \$8,971,365. Administrative costs of \$366,539 bring the total to \$9,337,904, leaving a carryover amount of \$410,488. This resulted from six districts not making use of their full allocation and a smaller than expected number of undergraduate loan applications being received and approved.

Districts with fewer teacher departures, three Districts experienced more than a 20% reduction in the number of teachers leaving; one District saw more than a 60% difference. Of the 12 Districts with fewer vacant teacher positions, one District went from 52 vacancies at the beginning of the 2017-18 school year down to 29 vacancies at the beginning of the 2018-19 school year. Another District dropped from eleven to zero teacher vacancies in that same time period.

Five of the 17 Districts experienced improvements in their recruitment and retention efforts, meaning that they had fewer numbers of teacher departures and teacher vacancies. While some of the participating districts have yet to see any major improvements, the number of districts that are positively impacted by the RRI incentives is growing each year.

The Supply and Demand Survey will again be conducted in Fall 2019 to collect information about the 2018-19 school year. The Fall 2019 Survey Report will be completed and released in January 2020.

Because the Education Oversight Committee (EOC) is required by statute to review and monitor the implementation of Education Improvement Act (EIA) programs such as the RRI, the EOC engaged the University of South Carolina (USC) to review the scope and effectiveness of the RRI incentives. That research study got underway in March 2019, when USC began collecting information from the districts who accepted funds to implement incentives during the 2017-18 academic year.

PLANS FOR FY20

FY20 Proviso 1A.54 states that in addition to having a five-year average teacher turnover rate of greater than 11%, to be eligible for funds districts may not be one of the fifteen wealthiest districts, based on the index of tax-paying ability. A copy of Proviso 1A.54 is attached as Appendix F. Thirty-five districts have been determined to be eligible for FY20 Proviso funds. A list of the thirty-five eligible Districts with their allocations is attached as Appendix G. The superintendents and personnel administrators from the thirty-five Districts were invited to attend a meeting, held on July 10, 2019, for the purpose of reviewing the available incentives, district allotments, and the procedures for requesting funds.

RESPECTFULLY SUBMITTED:

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

Date

APPENDIX A

1A.55. (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) 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.

(2) 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.

(3) Support for the establishment and maintenance of a teaching mentorship program, including salary supplements for teaching mentors not to exceed \$2,500 per year.

(4) 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

ELIGIBLE DISTRICTS AND ALLOCATIONS
FY19 PROVISIO 1A.55

Eligible District	Allocation
Allendale	\$ 51,400.00
Anderson 4	\$ 103,600.00
Bamberg 2	\$ 38,600.00
Barnwell 19	\$ 30,000.00
Barnwell 29	\$ 42,200.00
Barnwell 45	\$ 85,500.00
Beaufort	\$ 901,800.00
Charleston	\$ 1,662,000.00
Clarendon 1	\$ 33,900.00
Clarendon 2	\$ 104,900.00
Darlington	\$ 391,200.00
Dillon 3	\$ 49,300.00
Dillon 4	\$ 155,000.00
Dorchester 4	\$ 99,600.00
Edgefield	\$ 144,100.00
Fairfield	\$ 150,600.00
Florence 2	\$ 44,400.00
Florence 3	\$ 144,000.00
Florence 4	\$ 40,900.00
Hampton 1	\$ 85,400.00
Hampton 2	\$ 26,500.00
Jasper	\$ 116,700.00
Lee	\$ 96,100.00
Lexington 4	\$ 125,200.00
Marion	\$ 186,000.00
Marlboro	\$ 165,500.00
McCormick	\$ 41,700.00
Newberry	\$ 256,600.00
Orangeburg 3	\$ 121,000.00
Orangeburg 4	\$ 146,500.00
Orangeburg 5	\$ 233,100.00
Richland 1	\$ 1,039,500.00
Richland 2	\$ 1,102,500.00
Saluda	\$ 82,200.00
Sumter	\$ 572,000.00
Williamsburg	\$ 138,400.00



Request for Disbursement of FY19 Proviso 1A.55 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 2018-19 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 D

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
 FY19 PROVISIO 1A.55

DISTRICT	INCENTIVE TYPE	DISBURSEMENT	TOTAL
Allendale	International Teacher Fees	\$ 51,400.00	
			\$ 51,400.00
	Alternative Certification Fees	\$ 4,728.00	
Anderson 4	Induction Teacher / Mentor Support	\$ 15,792.00	
	Professional Development	\$ 37,765.00	
	Recruitment Expenses	\$ 45,315.00	
			\$ 103,600.00
Bamberg 2	International Teacher Fees	\$ 53,600.00	
	Professional Development	\$ 6,000.00	
	Recruitment Expenses	\$ 9,000.00	
			\$ 68,600.00
Barnwell 19	International Teacher Fees	\$ 20,370.00	
	Recruitment Expenses	\$ 630.00	
	Website Updates	\$ 9,000.00	
			\$ 30,000.00
Barnwell 29	International Teacher Fees	\$ 42,200.00	
			\$ 42,200.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
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Barnwell 45	Alternative Certification Fees	\$	1,750.00	
	Certification Examination Support	\$	1,750.00	
	Critical Need Subject Stipends	\$	23,087.00	
	First Year Salary Stipend	\$	3,078.00	
	Induction Teacher / Mentor Support	\$	20,206.00	
	International Teacher Fees	\$	13,967.00	
	Recruitment Expenses	\$	11,662.00	
	Website Updates	\$	10,000.00	
				\$ 85,500.00
Beaufort	Critical Need Salary Stipends	\$	885,800.00	
	Recruitment Expenses	\$	16,000.00	
				\$ 901,800.00
Charleston	Critical Need Subject Stipends	\$	396,023.00	
	First Year Salary Stipend	\$	166,723.00	
	Graduate Coursework	\$	181,485.00	
	Induction Teacher / Mentor Support	\$	392,941.00	
	International Teacher Fees	\$	82,250.00	
	National Employment system fees	\$	38,394.00	
	Professional Development	\$	14,325.00	
	Recruitment Expenses	\$	334,597.00	
	Travel Stipend	\$	55,262.00	
				\$ 1,662,000.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
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Clarendon 1	Certification Examination Support	\$	19,200.00	
	International Teacher Fees	\$	3,500.00	
	National Employment system fees	\$	1,527.00	
	Travel Stipend	\$	39,938.00	
				\$ 64,165.00
Clarendon 2	Critical Need Subject Stipends	\$	79,000.00	
	Graduate Coursework	\$	16,000.00	
	Professional Development	\$	950.00	
	Recruitment Expenses	\$	9,000.00	
				\$ 104,950.00
Darlington	Certification Examination Support	\$	5,000.00	
	Critical Need Subject Stipends	\$	342,500.00	
	Induction Teacher / Mentor Support	\$	21,379.00	
	International Teacher Fees	\$	1,660.00	
	National Employment system fees	\$	20,661.00	
				\$ 391,200.00
Dillon 3	Housing Purchase	\$	49,300.00	
				\$ 49,300.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
FY19 PROVISIO 1A.55

Dillon 4	Certification Examination Support	\$	898.00	
	Induction Teacher / Mentor Support	\$	55,391.00	
	International Teacher Fees	\$	63,000.00	
	Professional Development	\$	6,000.00	
	Recruitment Expenses	\$	29,711.00	
				\$ 155,000.00
Dorchester 4	Critical Need Subject Stipends	\$	1,500.00	
	First Year Salary Stipend	\$	1,780.00	
	Induction Teacher / Mentor Support	\$	45,929.00	
	International Teacher Fees	\$	10,740.00	
	Professional Development	\$	29,000.00	
	Recruitment Expenses	\$	5,000.00	
	Website Updates	\$	2,000.00	
				\$ 95,949.00
Edgefield	Alternative Certification Fees	\$	7,950.00	
	Graduate Coursework	\$	5,750.00	
	Induction Teacher / Mentor Support	\$	41,634.00	
	National Employment system fees	\$	4,424.00	
	Recruitment Expenses	\$	53,621.00	
	Website Updates	\$	30,721.00	
				\$ 144,100.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
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Fairfield	Alternative Certification Fees	\$	363.00	
	Certification Examination Support	\$	292.00	
	Graduate Coursework	\$	1,500.00	
	Housing Purchase	\$	108,000.00	
	International Teacher Fees	\$	22,270.00	
	Professional Development	\$	15,175.00	
	Recruitment Expenses	\$	3,000.00	
				\$ 150,600.00
Florence 2	Graduate Coursework	\$	19,050.00	
	Induction Teacher / Mentor Support	\$	9,913.00	
	Professional Development	\$	15,437.00	
				\$ 44,400.00
Florence 3	Alternative Certification Fees	\$	4,395.00	
	Certification Examination Support	\$	4,170.00	
	Graduate Coursework	\$	50,535.00	
	Induction Teacher / Mentor Support	\$	60,000.00	
	International Teacher Fees	\$	13,500.00	
	National Employment system fees	\$	4,207.00	
	Professional Development	\$	2,500.00	
	Recruitment Expenses	\$	4,693.00	
				\$ 144,000.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
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Florence 4	Critical Need Subject Stipends	\$	22,000.00		
	International Teacher Fees	\$	14,400.00		
	Website Updates	\$	4,500.00		
				\$	40,900.00
Hampton 1	Alternative Certification Fees	\$	2,388.00		
	Bridge Program fees	\$	11,640.00		
	Certification Examination Support	\$	12,354.00		
	International Teacher Fees	\$	1,690.00		
	National Employment system fees	\$	3,427.00		
	Professional Development	\$	45,500.00		
	Recruitment Expenses	\$	2,559.00		
				\$	79,558.00
Hampton 2	International Teacher Fees	\$	12,700.00		
	Recruitment Expenses	\$	13,800.00		
				\$	26,500.00
Jasper	Certification Examination Support	\$	2,200.00		
	International Teacher Fees	\$	114,500.00		
				\$	116,700.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
FY19 PROVISIO 1A.55

Lee	Alternative Certification Fees	\$	6,050.00	
	Bridge Program fees	\$	2,670.00	
	Critical Need Subject Stipends	\$	7,696.00	
	Induction Teacher / Mentor Support	\$	15,721.00	
	International Teacher Fees	\$	10,344.00	
	National Employment system fees	\$	5,933.00	
	Recruitment Expenses	\$	13,069.00	
	Website Updates	\$	34,617.00	
				\$ 96,100.00
Lexington 4	Critical needs Subject Stipends	\$	95,270.00	
	First Year Salary Stipend	\$	29,930.00	
				\$ 125,200.00
Marion	Alternative Certification Fees	\$	7,443.00	
	Certification Examination Support	\$	2,870.00	
	Critical Need Subject Stipends	\$	41,676.00	
	National Employment system fees	\$	7,946.00	
	Professional Development	\$	1,920.00	
	Recruitment Expenses	\$	2,802.00	
				\$ 64,657.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
FY19 PROVISIO 1A.55

Marlboro	First Year Salary Stipend	\$	12,717.00	
	Induction Teacher / Mentor Support	\$	17,048.00	
	International Teacher Fees	\$	51,000.00	
	Professional Development	\$	35,100.00	
	Recruitment Expenses	\$	49,635.00	
				\$ 165,500.00
McCormick	Critical Need Subject Stipends	\$	1,075.00	
				\$ 1,075.00
Newberry	Alternative Certification Fees	\$	8,000.00	
	Certification Examination Support	\$	7,500.00	
	Induction Teacher / Mentor Support	\$	46,511.00	
	National Employment system fees	\$	7,547.00	
	Professional Development	\$	46,542.00	
	Recruitment Expenses	\$	100,500.00	
	Website Updates	\$	40,000.00	
				\$ 256,600.00
Orangeburg 3	International Teacher Fees	\$	121,000.00	
				\$ 121,000.00
Orangeburg 4	Induction Teacher / Mentor Support	\$	12,826.00	
	International Teacher Fees	\$	133,674.00	
				\$ 146,500.00

DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
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Orangeburg 5	Critical Need Salary Stipends	\$	81,339.00	
	Induction Teacher / Mentor Support	\$	44,382.00	
	International Teacher Fees	\$	70,000.00	
	Recruitment Expenses	\$	37,379.00	
				\$ 233,100.00
Richland 1	Critical Need Salary Stipends	\$	762,000.00	
	Induction Teacher / Mentor Support	\$	58,500.00	
	International Teacher Fees	\$	200,000.00	
	Recruitment Expenses	\$	19,000.00	
				\$ 1,039,500.00
Richland 2	Critical Need Salary Stipends	\$	739,000.00	
	National Employment system fees	\$	41,000.00	
	Professional Development	\$	100,000.00	
	Recruitment Expenses	\$	85,000.00	
				\$ 965,000.00
Saluda	International Teacher Fees	\$	26,750.00	
	Professional Development	\$	55,450.00	
				\$ 82,200.00

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE
FY19 PROVISIO 1A.55**

Sumter	Alternative Certification Fees	\$	24,931.00		
	Certification Examination Support	\$	6,000.00		
	Induction Teacher / Mentor Support	\$	65,217.00		
	International Teacher Fees	\$	156,000.00		
	National Employment system fees	\$	55,799.00		
	Professional Development	\$	63,550.00		
	Recruitment Expenses	\$	200,503.00		
					\$ 572,000.00
Williamsburg	Critical Need Salary Stipends	\$	14,300.00		
	First Year Salary Stipend	\$	17,100.00		
	International Teacher Fees	\$	106,047.00		
	Recruitment Expenses	\$	953.00		
					\$ 138,400.00
TOTAL					\$ 8,559,254.00

APPENDIX E

DISBURSEMENTS BY INCENTIVE TYPE

FY19 PROVISIO 1A.55

Incentive Type	Disbursement (most to least)
Critical Need Subject Stipends	\$ 3,492,266
International Teacher Fees	\$ 1,396,562
Recruitment Expenses	\$ 1,047,429
Induction Teacher / Mentor Support	\$ 923,390
Professional Development	\$ 475,214
Graduate Coursework	\$ 274,320
First Year Salary Stipend	\$ 231,328
National Employment System Fees	\$ 190,865
Housing Purchase	\$ 157,300
Website Updates	\$ 130,838
Travel Stipend	\$ 95,200
Alternative Certification Fees	\$ 67,998
Certification Examination Support	\$ 62,234
Bridge Program Fees	\$ 14,310
Total	\$8,559,254

APPENDIX F

1A.54. (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:

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(E) CERRA shall report by July thirty-first of the current fiscal year to the Governor, President 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 G

**ELIGIBLE DISTRICTS AND ALLOCATIONS
FY20 PROVISIO 1A.54**

Eligible District	Allocation
Allendale	\$76,900
Anderson 3	\$148,700
Anderson 4	\$160,700
Bamberg 2	\$53,900
Barnwell 19	\$41,000
Barnwell 29	\$56,900
Barnwell 45	\$128,500
Chester	\$285,700
Clarendon 1	\$56,300
Clarendon 2	\$153,800
Colleton	\$296,300
Darlington	\$567,000
Dillon 3	\$81,700
Dillon 4	\$228,100
Dorchester 4	\$146,600
Edgefield	\$202,600
Fairfield	\$220,900
Florence 2	\$65,900
Florence 3	\$206,100
Florence 4	\$60,200
Greenwood 51	\$62,100
Hampton 1	\$129,900
Hampton 2	\$50,500
Jasper	\$168,300
Laurens 55	\$371,900
Lee	\$117,400
Lexington 4	\$185,200
Marion	\$276,200
Marlboro	\$235,300
McCormick	\$48,600
Newberry	\$375,900
Orangeburg	\$715,300
Saluda	\$121,200
Sumter	\$850,400
Williamsburg	\$217,400