



## **RURAL TEACHER RECRUITMENT AND RETENTION INCENTIVES FY20 PROVISO 1A.54**

### **LEGISLATIVE REPORT JULY 2020**

#### **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 FY20 Proviso 1A.54, 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 rate of greater than 11%, as reported on the district's five most recent State Report Cards, and districts may not be one of the top fifteen wealthiest districts in the state, based on the index of taxpaying ability. A copy of FY20 Proviso 1A.54 is attached as Appendix A.

In June 2019, five-year average teacher turnover rates were calculated anew to determine which districts would be eligible for FY20 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 2018, from the 2017-18 school year. Thus, the five school years included in the calculations for FY19 were 2013-14 through 2017-18. Thirty-five districts were eligible to participate, and funds were allocated for the program by the legislature in the amount of \$7,598,392. 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 \$6,790,827<sup>1</sup> was disbursed to Districts between July 1, 2019 and June 30, 2020. 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 FY20 were \$27,809.<sup>1</sup>

Undergraduate loan forgiveness funds were disbursed directly to teacher applicants between July 15, 2019 and August 30, 2019, upon receipt of an application, loan balance documentation, and District verification that the teacher completed a full year of employment during the 2018-19 school year. The total amount of loan forgiveness funds disbursed directly to teachers was \$478,228.<sup>1</sup>

## **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 2019-20 school year (FY20), 35 public school Districts in the state were eligible to apply for funds through the Rural Recruitment Initiative. However, effectiveness data for these Districts will not be available until the fall of 2020, so this section of the report will focus on the 36 Districts that were eligible for funds during the 2018-19 school year (FY19).

All of the 36 eligible Districts requested funds for teacher recruitment and/or retention incentives during FY19. Based on the 2019-20 Supply and Demand Survey data, 28 of the 36 Districts reported some improvements after using the incentives to implement various recruitment and

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<sup>1</sup>FY20 available funds included the legislative allocation of \$7,598,392 plus \$410,489 in FY19 carryover funds, for a total of \$8,008,881. Funds that were disbursed and/or expended during FY20 (\$6,790,827 + \$27,809, + \$478,228) totaled \$7,296,864. Administrative costs of \$217,056 bring the total utilized to \$7,513,920. Available funds (\$8,008,881) – funds utilized (\$7,513,920) leaves a FY21 carryover amount of \$494,961, resulting primarily from some districts not making use of their full allocation.

retention strategies. Specifically, these Districts had fewer teachers leaving their position and/or fewer vacant teaching positions compared to the previous school year. It should be pointed out that three of the 36 rural Districts consolidated into one for FY20, and one district did not submit a survey for the 2018-19 or 2019-20 school years.

A further breakdown of data showed that 23 rural Districts experienced fewer teacher departures overall, and 17 districts had fewer first-year teachers leaving their position. In addition, 20 Districts reported a smaller number of departures among early-career teachers with two to five years of experience. Seventeen Districts indicated fewer teaching positions still vacant at the beginning of the 2019-20 school year, and ten Districts reported no vacancies during this time. Finally, 12 rural Districts had fewer teacher departures and vacancies this year, whereas only five Districts were identified as such last year.

The Supply and Demand Survey will again be conducted in the fall of 2020. The Survey Report will be completed and released in December 2020.

### **PLANS FOR FY21**

Due to the FY21 state budget approval process being delayed as a result of the COVID19 pandemic, the FY21 Proviso has not been finalized. It is anticipated that the FY21 Proviso 1A.54 will remain the same as FY20 and will state 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. Once the proviso is finalized, we will determine which districts are eligible for Proviso funds and notify those districts accordingly.

### **RESPECTFULLY SUBMITTED:**



Jane Turner, Esq.  
Executive Director

Center for Educator Recruitment, Retention, and Advancement



Date



**APPENDIX A**

**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:

(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 and are not one of the fifteen wealthiest districts based on the index of taxpaying ability, 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 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  
FY20 PROVISO 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



**Request for Disbursement of FY20 Proviso 1A.54 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 2019-20 school year.

**Superintendent Name:** \_\_\_\_\_

**Superintendent Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**For CERRA Use Only**

<p><b>Approved:</b> <input type="checkbox"/> <b>Yes</b> - Check request being processed</p> <p><input type="checkbox"/> <b>No</b> - Explanation and/or additional information needed: _____</p> <p>_____</p> <p>_____</p> <p><b>CERRA Representative:</b> _____ <b>Date:</b> _____</p> <p><b>Please note that funds will be disbursed via check, issued by Winthrop University, mailed to the district at the address provided above.</b></p>
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**APPENDIX D**

**DISBURSEMENTS BY DISTRICT AND INCENTIVE TYPE  
FY20 PROVISO 1A.54**

<b>DISTRICT</b>	<b>INCENTIVE</b>	<b>DISBURSEMENT</b>	<b>TOTAL</b>
Allendale	International Teacher Fees	\$ 76,900.00	
			\$ 76,900.00
Anderson 3	Certification Examination Support	\$ 570.00	
	Graduate Coursework	\$ 3,026.25	
	Professional Development	\$ 26,245.96	
	Recruitment Expenses	\$ 78,135.79	
	Website Updates	\$ 40,722.00	
			\$ 148,700.00
Anderson 4	Certification Examination Support	\$ 120.00	
	Induction Teacher / Mentor Support	\$ 27,911.67	
	Professional Development	\$ 100,606.01	
	Recruitment Expenses	\$ 32,062.32	
			\$ 160,700.00
Bamberg 2	Alternative Certification Fees	\$ 3,000.00	
	Induction Teacher / Mentor Support	\$ 5,446.20	
	International Teacher Fees	\$ 26,201.12	
	Professional Development	\$ 6,000.00	
	Travel Stipend	\$ 13,252.68	
			\$ 53,900.00
Barnwell 19	International Teacher Fees	\$ 27,870.00	
	Professional Development	\$ 1,862.19	
	Travel Stipend	\$ 11,267.81	
			\$ 41,000.00
Barnwell 29	Graduate Coursework	\$ 1,000.00	
	Induction Teacher / Mentor Support	\$ 4,720.37	
	International Teacher Fees	\$ 29,845.63	
	National Employment System Fees	\$ 4,200.00	
	Professional Development	\$ 1,865.00	
	Recruitment Expenses	\$ 14,769.00	
	Teacher Cadet Start Up	\$ 500.00	
			\$ 56,900.00
Barnwell 45	Critical Need Subject Stipends	\$ 46,605.60	
	Induction Teacher / Mentor Support	\$ 13,852.08	
	International Teacher Fees	\$ 34,567.11	
	Recruitment Expenses	\$ 19,655.21	
	Website Updates	\$ 10,000.00	
			\$ 124,680.00

Chester	Critical Need Subject Stipends	\$ 93,000.00	
	International Teacher Fees	\$ 27,000.00	
	Recruitment Expenses	\$ 165,700.00	
			\$ 285,700.00
Clarendon 1	Alternative Certification Fees	\$ 1,900.00	
	Certification Examination Support	\$ 150.00	
	First Year Salary Stipend	\$ 26,290.32	
	Induction Teacher / Mentor Support	\$ 2,500.00	
	International Teacher Fees	\$ 12,500.00	
	Professional Development	\$ 10,000.00	
	Teacher Cadet Start Up	\$ 660.71	
	Travel Stipend	\$ 2,298.97	
			\$ 56,300.00
Clarendon 2	Housing Purchase	\$ 11,236.00	
	Induction Teacher / Mentor Support	\$ 4,700.00	
	Professional Development	\$ 56,363.22	
	Recruitment Expenses	\$ 69,500.00	
	Website Updates	\$ 12,000.00	
			\$ 153,799.22
Colleton	Alternative Certification Fees	\$ 750.00	
	Certification Examination Support	\$ 390.95	
	First Year Salary Stipend	\$ 69,491.71	
	International Teacher Fees	\$ 120,000.00	
	International Teacher Fees	\$ 98,580.00	
	National Employment System Fees	\$ 4,569.90	
	Recruitment Expenses	\$ 2,517.44	
			\$ 296,300.00
Darlington	Certification Examination Support	\$ 3,000.00	
	Critical Need Subject Stipends	\$ 414,000.00	
	Induction Teacher / Mentor Support	\$ 60,720.00	
	International Teacher Fees	\$ 21,631.00	
	National Employment System Fees	\$ 14,162.00	
	Professional Development	\$ 4,800.00	
	Recruitment Expenses	\$ 30,000.00	
	Website Updates	\$ 18,000.00	
			\$ 566,313.00
Dillon 3	Critical Need Subject Stipends	\$ 67,550.00	
	Induction Teacher / Mentor Support	\$ 5,150.00	
	International Teacher Fees	\$ 9,000.00	
			\$ 81,700.00

Dillon 4	Induction Teacher / Mentor Support	\$ 65,360.90	
	International Teacher Fees	\$ 63,000.00	
	Professional Development	\$ 10,175.00	
	Recruitment Expenses	\$ 89,564.10	
			\$ 228,100.00
Dorchester 4	Certification Examination Support	\$ 4,500.00	
	Critical Need Subject Stipends	\$ 10,428.80	
	Induction Teacher / Mentor Support	\$ 31,548.20	
	International Teacher Fees	\$ 20,449.25	
	National Employment System Fees	\$ 34,689.00	
	Professional Development	\$ 22,000.00	
	Recruitment Expenses	\$ 22,984.75	
			\$ 146,600.00
Edgefield	Alternative Certification Fees	\$ 5,323.29	
	Graduate Coursework	\$ 11,114.83	
	Induction Teacher / Mentor Support	\$ 26,062.00	
	National Employment System Fees	\$ 3,841.81	
	Recruitment Expenses	\$ 141,994.77	
	Website Updates	\$ 14,263.30	
			\$ 202,600.00
Fairfield	Alternative Certification Fees	\$ 2,276.25	
	Bridge Program	\$ 7,500.00	
	Certification Examination Support	\$ 2,103.85	
	International Teacher Fees	\$ 111,714.65	
	Induction Teacher / Mentor Support	\$ 25,623.42	
	National Employment System Fees	\$ 19,160.28	
	Professional Development	\$ 16,376.58	
	Recruitment Expenses	\$ 6,144.97	
	Website Updates	\$ 30,000.00	
			\$ 220,900.00
Florence 2	Alternative Certification Fees	\$ 2,500.00	
	Graduate Coursework	\$ 25,023.98	
	National Employment System Fees	\$ 1,376.02	
	Professional Development	\$ 35,334.00	
	Recruitment Expenses	\$ 1,666.00	
			\$ 65,900.00

Florence 3	Alternative Certification Fees	\$ 124,500.00	
	Bridge Program	\$ 7,000.00	
	Certification Examination Support	\$ 4,170.00	
	Graduate Coursework	\$ 6,517.39	
	Induction Teacher / Mentor Support	\$ 39,142.20	
	National Employment System Fees	\$ 4,770.41	
	Recruitment Expenses	\$ 3,646.32	
	Travel Stipend	\$ 16,353.68	
			\$ 206,100.00
Florence 4	International Teacher Fees	\$ 26,400.00	
	Recruitment Expenses	\$ 33,800.00	
			\$ 60,200.00
Greenwood 51	Critical Need Subject Stipends	\$ 62,100.00	
			\$ 62,100.00
Hampton 1	Alternative Certification Fees	\$ 1,574.00	
	Graduate Coursework	\$ 16,244.45	
	Induction Teacher / Mentor Support	\$ 35,705.51	
	International Teacher Fees	\$ 8,157.83	
	Professional Development	\$ 43,191.48	
	Recruitment Expenses	\$ 14,749.00	
	Website Updates	\$ 10,277.73	
			\$ 129,900.00
Hampton 2	Certification Examination Support	\$ 3,000.00	
	Induction Teacher / Mentor Support	\$ 4,150.00	
	International Teacher Fees	\$ 12,000.00	
	National Employment System Fees	\$ 6,750.00	
	Professional Development	\$ 14,600.00	
	Recruitment Expenses	\$ 10,000.00	
			\$ 50,500.00
Jasper	First Year Salary Stipend	\$ 6,465.50	
	Graduate Coursework	\$ 4,250.00	
	Induction Teacher / Mentor Support	\$ 69,827.40	
	Professional Development	\$ 66,291.60	
	Recruitment Expenses	\$ 20,000.00	
			\$ 166,834.50
Laurens 55			\$ -

Lee	Alternative Certification Fees	\$ 2,440.05	
	Certification Examination Support	\$ 3,942.00	
	Induction Teacher / Mentor Support	\$ 18,771.70	
	International Teacher Fees	\$ 81,287.95	
	National Employment System Fees	\$ 3,190.70	
	Website Updates	\$ 7,767.60	
			\$ 117,400.00
Lexington 4	Induction Teacher / Mentor Support	\$ 16,300.00	
	International Teacher Fees	\$ 54,000.00	
	National Employment System Fees	\$ 6,000.00	
	Professional Development	\$ 24,500.00	
	Recruitment Expenses	\$ 48,200.00	
	Website Updates	\$ 36,200.00	
			\$ 185,200.00
Marion	Alternative Certification Fees	\$ 5,843.85	
	Certification Examination Support	\$ 2,620.00	
	Critical Need Subject Stipends	\$ 90,610.54	
	Graduate Coursework	\$ 2,400.00	
	Housing Purchase	\$ 50,000.00	
	Induction Teacher / Mentor Support	\$ 100,439.61	
	National Employment System Fees	\$ 8,243.00	
	Recruitment Expenses	\$ 16,043.00	
			\$ 276,200.00
Marlboro	Alternative Certification Fees	\$ 11,000.00	
	Certification Examination Support	\$ 6,000.00	
	First Year Salary Stipend	\$ 32,500.00	
	International Teacher Fees	\$ 30,000.00	
	National Employment System Fees	\$ 11,000.00	
	Professional Development	\$ 106,800.00	
	Recruitment Expenses	\$ 33,000.00	
	Website Updates	\$ 5,000.00	
			\$ 235,300.00
McCormick	Graduate Coursework	\$ 8,500.00	
	Professional Development	\$ 19,000.00	
	Recruitment Expenses	\$ 12,000.00	
			\$ 39,500.00
Newberry	Certification Examination Support	\$ 15,060.00	
	Induction Teacher / Mentor Support	\$ 38,086.43	
	International Teacher Fees	\$ 192,000.00	
	National Employment System Fees	\$ 52,807.90	
	Recruitment Expenses	\$ 77,945.67	
			\$ 375,900.00

Orangeburg	Alternative Certification Fees	\$ 93,300.00	
	International Teacher Fees	\$ 622,000.00	
			\$ 715,300.00
Saluda	Induction Teacher / Mentor Support	\$ 36,450.00	
	International Teacher Fees	\$ 26,750.00	
	Professional Development	\$ 58,000.00	
			\$ 121,200.00
Sumter	Alternative Certification Fees	\$ 15,000.00	
	Certification Examination Support	\$ 15,000.00	
	Induction Teacher / Mentor Support	\$ 90,000.00	
	International Teacher Fees	\$ 550,000.00	
	National Employment System Fees	\$ 60,000.00	
	Professional Development	\$ 38,000.00	
	Recruitment Expenses	\$ 82,400.00	
			\$ 850,400.00
Williamsburg	Critical Need Subject Stipends	\$ 9,100.00	
	First Year Salary Stipend	\$ 15,200.00	
	International Teacher Fees	\$ 193,100.00	
			\$ 217,400.00
			\$ 6,776,426.72

**APPENDIX E**

**DISBURSEMENTS BY INCENTIVE TYPE  
FY20 PROVIS0 1A.54**

Incentive Type	Disbursement (most to least)
International Teacher Fees	\$ 2,474,954.54
Recruitment Expenses	\$ 1,026,478.34
Critical Need Subject Stipends	\$ 793,394.94
Induction Teacher / Mentor Support	\$ 722,467.69
Professional Development	\$ 662,011.04
Alternative Certification Fees	\$ 269,407.44
National Employment System Fees	\$ 234,761.02
Website Updates	\$ 184,230.63
First Year Salary Stipend	\$ 149,947.53
Graduate Coursework	\$ 78,076.90
Housing Purchase	\$ 61,236.00
Certification Examination Support	\$ 60,626.80
Travel Stipend	\$ 43,173.14
Bridge Program	\$ 14,500.00
Teacher Cadet Start Up	\$ 1,160.71
<b>Total</b>	<b>\$ 6,776,426.72</b>