



RURAL TEACHER RECRUITMENT AND RETENTION INCENTIVES FY21 PROVISO 1A.51

LEGISLATIVE REPORT JULY 2021

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 FY21 Proviso 1A.51, 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 taxing ability.

In June 2020, five-year average teacher turnover rates were calculated anew to determine which districts would be eligible for FY21 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 2019, from the 2018-19 school year. Thus, the five school years included in the calculations for FY21 were 2014-15 through 2018-19. Thirty-six 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 teachers in the district and the district's turnover rate. A list of the eligible districts ("Districts") with their allocations is attached as Appendix A.

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 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 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 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 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 B. If approved, funds were disbursed within 10 - 14 days. A total of \$7,059,836¹ was disbursed to Districts between October 1, 2020² and June 30, 2021. 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 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 FY21 were \$15,268.¹

Undergraduate loan forgiveness funds were disbursed directly to teacher applicants between July 15, 2020 and August 30, 2020, upon receipt of an application, loan balance documentation, and District verification that the teacher completed a full year of employment during the 2019-20 school year. The total amount of loan forgiveness funds disbursed directly to teachers was \$242,669.¹

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 2020-21 school year (FY21), 43 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 2021, so this section of the report will focus on the 35 Districts that were eligible for funds during the 2019-20 school year (FY20).

All but one of the 35 eligible Districts requested funds for teacher recruitment and/or retention incentives during FY20. Based on the 2020-21 Supply and Demand Survey data, 29 of these Districts reported some improvement after using the incentives to implement various recruitment

¹FY21 available funds included the legislative allocation of \$7,598,392 plus \$494,961 in FY20 carryover funds and \$123,741 in returned unused funds, for a total of \$8,217,094. Funds that were disbursed and/or expended during FY21 (\$7,059,836 + \$15,268, + \$242,669) totaled \$7,317,773. Administrative costs of \$222,481 bring the total utilized to \$7,540,254. Available funds (\$8,217,094) – funds utilized (\$7,540,254) leaves a FY21 carryover amount of \$676,840, resulting primarily from some districts not making use of their full allocation.

²Disbursement of funds to districts did not begin until October 2020 as a result of delays in the passage of the FY21 state budget.

and 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 noted that one of the eligible districts did not submit a survey for the 2020-21 school year.

A further breakdown of data showed that 27 rural Districts experienced fewer teacher departures overall. In particular, 24 districts had fewer early-career teachers leaving with no more than five years of SC teaching experience; 17 of these districts reported a decrease in the number of first-year departures specifically. Only nine districts, compared to 17 in 2019-20, indicated fewer teaching positions still vacant at the beginning of the 2020-21 school year. Such a decline could be expected considering the statewide increase in vacancies reported in the fall of 2020.

The Supply and Demand Survey will again be conducted in the fall of 2021. The Survey Report will be completed and released in December 2021.

RESPECTFULLY SUBMITTED:



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



Date

APPENDIX A

**ELIGIBLE DISTRICTS AND ALLOCATIONS
FY21 PROVISO 1A.54**

Eligible District	Allocation
Allendale	\$51,552
Anderson 2	\$135,903
Anderson 3	\$92,504
Anderson 4	\$115,284
Anderson 5	\$474,075
Bamberg 2	\$29,700
Barnwell 19	\$24,669
Barnwell 29	\$39,320
Barnwell 45	\$87,032
Chester	\$208,102
Clarendon 1	\$25,379
Clarendon 2	\$99,235
Colleton	\$216,958
Darlington	\$393,327
Dillon 3	\$44,533
Dillon 4	\$147,348
Dorchester 4	\$98,921
Edgefield	\$145,908
Fairfield	\$153,132
Florence 2	\$45,806
Florence 3	\$144,280
Florence 4	\$43,363
Greenwood 50	\$341,132
Greenwood 51	\$42,473
Hampton 1	\$90,828
Hampton 2	\$32,003
Jasper	\$107,585
Laurens 55	\$267,253
Lee	\$78,419
Lexington 2	\$369,690
Lexington 4	\$132,039
Marion	\$187,034
Marlboro	\$147,183

ELIGIBLE DISTRICTS AND ALLOCATIONS
FY21 PROVISO 1A.54

McCormick	\$40,975
Newberry	\$268,836
Orangeburg	\$481,137
Saluda	\$81,435
Spartanburg 3	\$128,640
Spartanburg 7	\$372,287
Sumter	\$580,729
Union	\$148,671
Williamsburg	\$152,392
York 1	\$204,949
	\$7,072,021



Request for Disbursement of FY21 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 2020-21 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
FY21 PROVISO 1A.54

DISTRICT	INCENTIVE	DISBURSEMENT	TOTAL
Allendale	International Teacher Fees	51,552.00	
			51,552.00
Anderson 2	Certification Examination Support	915.90	
	Graduate Coursework	11,000.00	
	Mentoring/Induction Fees	20,596.48	
	National Employment System fees	8,264.00	
	Professional Development	84,151.00	
	Recruitment Expenses	10,975.62	
			135,903.00
Anderson 3	Professional Development	16,360.00	
	Recruitment Expenses	41,324.18	
	Website Updates	34,819.82	
			92,504.00
Anderson 4	Alternative Certification Fees	4,236.03	
	Graduate Coursework	5,800.00	
	Mentoring/Induction Support	3,012.85	
	National Employment System fees	9,750.00	
	Professional Development	84,615.14	
	Recruitment Expenses	7,825.00	
			115,239.02
Anderson 5	First-Year Teacher Salary Stipend	22,766.84	
	Mentoring/Induction Support	128,000.00	
	Professional Development	273,000.00	
	Recruitment Expenses	20,000.00	
	Teacher Cadet Start-Up Cost	9,000.00	
	Website Updates	20,000.00	
			472,766.84

Bamberg 2	Certification Examination Support	5,440.00	
	Professional Development	11,324.00	
	Travel Stipends for Commuters	12,935.16	
			29,699.16
Barnwell 19	International Teacher Fees	24,669.00	
			24,669.00
Barnwell 29	Graduate Coursework	6,320.00	
	International Teacher Fees	11,500.00	
	Mentoring/Induction Support	8,000.00	
	National Employment System fees	4,000.00	
	Recruitment Expenses	8,220.00	
	Teacher Cadet Start-Up Cost	500.00	
			38,540.00
Barnwell 45	Alternative Certification Fees	27,000.00	
	Critical Needs Salary Stipends	4,652.27	
	Graduate Coursework	4,260.00	
	International Teacher Fees	25,480.00	
	Recruitment Expenses	25,639.73	
			87,032.00
Chester	Critical Needs Salary Stipends	150,000.00	
	Recruitment Expenses	58,102.00	
			208,102.00
Clarendon 1	Alternative Certification Fees	3,379.00	
	International Teacher Fees	22,000.00	
			25,379.00
Clarendon 2	Critical Needs Salary Stipends	60,000.00	
	Mentoring/Induction Support	6,000.00	
	Professional Development	10,000.00	

	Recruitment Expenses	23,235.00	
			99,235.00
Colleton	International Teacher Fees	216,958.00	
			216,958.00
Darlington	Certification Examination Support	3,000.00	
	Critical Needs Salary Stipends	366,327.00	
	International Teacher Fees	20,000.00	
	Professional Development	4,000.00	
			393,327.00
Dillon 3	Critical Needs Salary Stipends	5,167.20	
	Housing Purchase/Renovations	39,365.80	
			44,533.00
Dillon 4	Certification Examination Support	2,000.00	
	International Teacher Fees	91,800.00	
	Mentoring/Induction Support	16,829.80	
	Professional Development	3,000.00	
	Recruitment Expenses	33,718.20	
			147,348.00
Dorchester 4	Critical Needs Salary Stipends	68,166.40	
	Mentoring/Induction Support	1,466.05	
	Professional Development	11,000.00	
	Recruitment Expenses	4,049.50	
	Website Updates	13,000.00	
			97,681.95
Edgefield	Alternative Certification Fees	690.95	
	Graduate Coursework	24,426.00	
	Mentoring/Induction Support	35,835.25	
	National Employment System fees	4,310.11	

	Recruitment Expenses	62,049.09	
	Website Updates	18,596.60	
			145,908.00
Fairfield	International Teacher Fees	100,000.00	
	Mentoring/Induction Support	30,000.00	
	Professional Development	23,132.00	
			153,132.00
Florence 2	Graduate Coursework	42,904.82	
	National Employment System fees	2,901.18	
			45,806.00
Florence 3	Alternative Certification Fees	26,000.00	
	Certification Examination Support	4,215.00	
	Graduate Coursework	39,625.00	
	International Teacher Fees	36,000.00	
	Mentoring/Induction Support	20,223.47	
	National Employment System fees	7,606.26	
	Recruitment Expenses	10,610.27	
			144,280.00
Florence 4	Critical Needs Salary Stipends	26,400.00	
	International Teacher Fees	16,963.00	
			43,363.00
Greenwood 50	Alternative Certification Fees	1,327.50	
	Critical Needs Salary Stipends	17,448.00	
	First-Year Teacher Salary Stipend	65,430.00	
	International Teacher Fees	9,000.00	
	Mentoring/Induction Support	130,092.43	
	Professional Development	103,918.48	
	Website Updates	13,500.00	

			340,716.41
Greenwood 51	Critical Needs Salary Stipends	42,473.00	
			42,473.00
Hampton 1	Alternative Certification Fees	766.00	
	Critical Needs Salary Stipends	75,840.00	
	International Teacher Fees	34.57	
	Mentoring/Induction Support	1,500.00	
	Professional Development	87.45	
	Recruitment Expenses	8,954.98	
	Website Updates	3,645.00	
			90,828.00
Hampton 2	Certification Examination Support	2,003.00	
	International Teacher Fees	30,000.00	
			32,003.00
Jasper	International Teacher Fees	53,668.00	
	Mentoring/Induction Support	33,600.00	
	Recruitment Expenses	15,317.00	
	Website Updates	5,000.00	
			107,585.00
Laurens 55	Alternative Certification Fees	3,100.00	
	Certification Examination Support	4,900.00	
	Critical Needs Salary Stipends	54,900.00	
	First-Year Teacher Salary Stipend	34,400.00	
	Housing Purchase/Renovations	25,000.00	
	Mentoring/Induction Support	52,740.00	
	Professional Development	29,450.00	
	Recruitment Expenses	13,560.00	
	Teacher Cadet Start-Up Cost	625.00	

	Website Updates	48,578.00	
			267,253.00
Lee	Certification Examination Support	3,066.00	
	International Teacher Fees	68,679.50	
	Mentoring/Induction Support	1,941.90	
	National Employment System fees	3,286.42	
	Recruitment Expenses	1,445.18	
			78,419.00
Lexington 2	Critical Needs Salary Stipends	192,370.80	
	Mentoring/Induction Support	67,319.20	
	Recruitment Expenses	110,000.00	
			369,690.00
Lexington 4	Certification Examination Support	6,000.00	
	International Teacher Fees	27,000.00	
	Mentoring/Induction Support	11,400.00	
	National Employment System fees	6,000.00	
	Professional Development	7,000.00	
	Recruitment Expenses	52,200.00	
	Website Updates	22,439.00	
			132,039.00
Marion	Alternative Certification Fees	29,088.00	
	Critical Needs Salary Stipends	148,343.00	
	Recruitment Expenses	9,603.00	
			187,034.00
Marlboro	Alternative Certification Fees	20,000.00	
	Certification Examination Support	6,000.00	
	International Teacher Fees	10,000.00	
	National Employment System fees	13,000.00	

	Professional Development	73,183.00	
	Recruitment Expenses	25,000.00	
			147,183.00
McCormick	Professional Development	34,725.00	
	Website Updates	6,250.00	
			40,975.00
Newberry	Certification Examination Support	5,000.00	
	International Teacher Fees	80,000.00	
	Mentoring/Induction Support	74,180.13	
	National Employment System fees	26,000.00	
	Recruitment Expenses	76,155.87	
	Website Updates	7,500.00	
			268,836.00
Orangeburg	Alternative Certification Fees	71,500.00	
	International Teacher Fees	409,000.00	
			480,500.00
Saluda	International Teacher Fees	26,750.00	
	Mentoring/Induction Support	33,710.00	
	Professional Development	20,975.00	
			81,435.00
Spartanburg 3	Alternative Certification Fees	250.00	
	Critical Needs Salary Stipends	76,430.28	
	Mentoring/Induction Support	11,200.00	
	Professional Development	2,500.00	
	Recruitment Expenses	30,500.00	
			120,880.28
Spartanburg 7	Alternative Certification Fees	54,287.00	
	Critical Needs Salary Stipends	250,000.00	

	Graduate Coursework	60,000.00	
	Mentoring/Induction Support	8,000.00	
			372,287.00
Sumter	Alternative Certification Fees	15,000.00	
	Certification Examination Support	15,000.00	
	International Teacher Fees	273,181.69	
	Mentoring/Induction Support	44,442.40	
	National Employment System fees	118,504.91	
	Professional Development	38,000.00	
	Recruitment Expenses	61,200.00	
	Travel Stipends for Commuters	15,400.00	
			580,729.00
Union	Critical Needs Salary Stipends	75,000.00	
	Graduate Coursework	17,961.00	
	International Teacher Fees	27,000.00	
	Recruitment Expenses	19,710.00	
	Website Updates	9,000.00	
			148,671.00
Williamsburg	Alternative Certification Fees	9,000.00	
	Certification Examination Support	9,660.00	
	Critical Needs Salary Stipends	1,251.72	
	First-Year Teacher Salary Stipend	38,880.00	
	International Teacher Fees	93,600.28	
			152,392.00
York 1	Critical Needs Salary Stipends	204,949.00	
			204,949.00
			7,059,835.66

APPENDIX D

**DISBURSEMENTS BY INCENTIVE TYPE
FY21 PROVISIO 1A.54**

Incentive Type	Disbursement (most to least)
Critical Needs Salary Stipends	\$1,819,718.67
International Teacher Fees	\$1,724,836.04
Professional Development	\$830,421.07
Mentoring/Induction Fees	\$740,089.96
Recruitment Expenses	\$729,394.62
Alternative Certification Fees	\$265,624.48
Graduate Coursework	\$212,296.82
National Employment System fees	\$203,622.88
Website Updates	\$202,328.42
First-Year Teacher Salary Stipend	\$161,476.84
Certification Examination Support	\$67,199.90
Housing Purchase/Renovations	\$64,365.80
Travel Stipends for Commuters	\$28,335.16
Teacher Cadet Start-Up Cost	\$10,125.00
	\$7,059,835.66