

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2021

H.B. 946
May 11, 2021
HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH30419-MTa-100A

Short Title: Sound Basic Education for Every Child. (Public)

Sponsors: Representative von Haefen.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO ADDRESS CRITICAL NEEDS IN PUBLIC EDUCATION AND TO PROVIDE
3 THE OPPORTUNITY FOR A SOUND, BASIC EDUCATION TO EVERY CHILD IN THE
4 STATE.

5 The General Assembly of North Carolina enacts:

6
7 **PART I. WELL-PREPARED, HIGH-QUALITY, AND SUPPORTED TEACHER IN**
8 **EVERY CLASSROOM**

9
10 **PEPSC POSITIONS**

11 **SECTION 1.1.** There is appropriated from the General Fund to the Department of
12 Public Instruction the sum of two hundred thousand dollars (\$200,000) in recurring funds for the
13 2021-2022 fiscal year to support two additional positions for the Professional Educator
14 Preparation and Standards Commission (Commission) to increase the capacity of the
15 Commission to coordinate efforts to recruit, prepare, retain, and support the State's teaching
16 workforce on behalf of the State Board of Education and the Department of Public Instruction.

17
18 **EDUCATOR LICENSURE AND COMPENSATION REFORM PLAN**

19 **SECTION 1.2.(a)** The State Board of Education shall develop a plan for
20 implementing a teacher licensure and compensation reform model designed to restore respect for
21 the teaching profession; to build a more diverse, quality teaching force; to increase instructional
22 capabilities of teachers; and to entice more young professionals, mid-career professionals, and
23 out-of-state individuals into the teaching profession. The plan shall include at least the following
24 components:

- 25 (1) Offer early, inclusive, and clear pathways into the profession.
26 (2) Reward excellence and advancement among teachers.
27 (3) Encourage retention in the profession.

28 The State Board of Education shall submit details on the plan and any recommended
29 legislative changes to implement the plan to the Joint Legislative Education Oversight
30 Committee, the Fiscal Research Division, and the Office of State Budget and Management by
31 March 15, 2022.

32 **SECTION 1.2.(b)** There is appropriated from the General Fund to the Department
33 of Public Instruction the sum of fifty thousand dollars (\$50,000) in nonrecurring funds for the
34 2021-2022 fiscal year to develop the plan required by subsection (a) of this section.

35
36 **EDUCATOR PREPARATION PROGRAM CAPACITY STUDY**



* D R H 3 0 4 1 9 - M T A - 1 0 0 A *

1 **SECTION 1.3.(a)** The State Board of Education, in consultation with The University
2 of North Carolina System Office, shall conduct a study to identify the resources and structures
3 that educator preparation programs at the constituent institutions of The University of North
4 Carolina need to be able to do the following:

- 5 (1) Increase capacity in educator preparation programs to recruit, prepare,
6 support, and graduate at least 5,000 in-State trained teachers annually.
- 7 (2) Increase capacity in educator preparation programs to recruit, prepare,
8 support, and graduate more educators of color annually.

9 The State Board of Education shall report on the findings of this study to the Joint
10 Legislative Education Oversight Committee, the Fiscal Research Division, and the Office of
11 State Budget and Management by March 15, 2022.

12 **SECTION 1.3.(b)** There is appropriated from the General Fund to the Department
13 of Public Instruction the sum of twenty-five thousand dollars (\$25,000) in nonrecurring funds for
14 the 2021-2022 fiscal year to conduct the study required by subsection (a) of this section.

15 16 **TEACHNC RECRUITMENT INITIATIVE**

17 **SECTION 1.4.** There is appropriated from the General Fund to the Department of
18 Public Instruction the sum of eight hundred eighty thousand dollars (\$880,000) in recurring funds
19 for the 2021-2022 fiscal year for the TeachNC centralized online teacher recruitment tool to
20 improve the recruitment process for both candidates and local school administrative units and to
21 support one position to serve as a TeachNC Administrator.

22 23 **ALTERNATIVE PATHWAYS TEACHER RECRUITMENT MODELS**

24 **SECTION 1.5.** There is appropriated from the General Fund to the Department of
25 Public Instruction the sum of two million dollars (\$2,000,000) in recurring funds for the
26 2021-2022 fiscal year to support research-based Grow-Your-Own and 2+2 teacher recruitment
27 education programs in all regions of the State, including high school-based career academy
28 programs, the North Carolina Teacher Cadet Program, the Teaching as a Profession program,
29 and the TA to Teachers program.

30 31 **STUDY ON CONSOLIDATING AND COORDINATING TEACHER RECRUITMENT 32 AND RETENTION EFFORTS**

33 **SECTION 1.6.(a)** The State Board of Education shall develop a plan to implement
34 and fund a statewide system or entity to coordinate, enhance, and evaluate efforts to recruit, place,
35 and retain teacher candidates and beginning teachers between institutions of higher education
36 and local school administrative units. This study shall focus on, but not be limited to, how best
37 to consolidate and coordinate statewide teacher recruitment and retention efforts. The State Board
38 of Education shall submit details on the plan and any recommended legislative changes to
39 implement the plan to the Joint Legislative Education Oversight Committee, the Fiscal Research
40 Division, and the Office of State Budget and Management by March 15, 2023.

41 **SECTION 1.6.(b)** There is appropriated from the General Fund to the Department
42 of Public Instruction the sum of twenty-five thousand dollars (\$25,000) in nonrecurring funds for
43 the 2022-2023 fiscal year to be used to support the development of the plan required by this
44 section.

45 46 **EXPAND NC TEACHING FELLOWS PROGRAM**

47 **SECTION 1.7.(a)** Part 3 of Article 23 of Chapter 116 of the General Statutes reads
48 as rewritten:

49 "Part 3. North Carolina Teaching Fellows Program.

50 **"§ 116-209.60. Definitions.**

51 The following definitions apply in this Part:

- 1 (1) Commission. – The North Carolina Teaching Fellows Commission.
- 2 (2) Director. – The Director of the North Carolina Teaching Fellows Program.
- 3 (3) Forgivable loan. – A forgivable loan made under the Program.
- 4 (4) Program. – The North Carolina Teaching Fellows Program.
- 5 (5) Public school. – An elementary or secondary school located in North Carolina
- 6 that is governed by a local board of education, charter school board of
- 7 directors, regional school board of directors, or University of North Carolina
- 8 laboratory school board of trustees.
- 9 ~~(6) STEM. – Science, technology, engineering, and mathematics.~~
- 10 (7) Trust Fund. – The North Carolina Teaching Fellows Program Trust Fund.

11 ...

12 **"§ 116-209.62. North Carolina Teaching Fellows Program established; administration.**

13 (a) Program. – There is established the North Carolina Teaching Fellows Program to be
 14 administered by the System Office of The University of North Carolina, in conjunction with the
 15 Authority and the Commission. The purpose of the Program is to recruit, prepare, and support
 16 students residing in or attending institutions of higher education located in North Carolina for
 17 preparation as highly effective ~~STEM or special education~~ teachers in the State's public schools.
 18 The Program shall be used to provide a forgivable loan to individuals interested in preparing to
 19 teach in the public schools of the ~~State in STEM or special education licensure areas.~~ State.

20 (b) Trust Fund. – There is established the North Carolina Teaching Fellows Program
 21 Trust Fund to be administered by the Authority, in conjunction with the System Office of The
 22 University of North Carolina. All funds (i) appropriated to, or otherwise received by, the Program
 23 for forgivable loans and other Program purposes, (ii) received as repayment of forgivable loans,
 24 and (iii) earned as interest on these funds shall be placed in the Trust Fund. The purpose of the
 25 Trust Fund is to provide financial assistance to qualified students for completion of teacher
 26 education and licensure programs to ~~fill STEM or special education licensure areas in~~ teach in
 27 the public schools of the State.

28 (c) Uses of Monies in the Trust Fund. – The monies in the Trust Fund may be used only
 29 for (i) forgivable loans granted under the Program, (ii) administrative costs associated with the
 30 Program, including recruitment and recovery of funds advanced under the Program, (iii)
 31 mentoring and coaching support to forgivable loan recipients, and (iv) extracurricular
 32 enhancement activities of the Program in accordance with the following:

- 33 (1) The Authority shall transfer the greater of six hundred thousand dollars
 34 (\$600,000) or ten percent (10%) of the available funds from the Trust Fund to
 35 ~~the General Administration of~~ The University of North Carolina System
 36 Office at the beginning of each fiscal year for the Program's administrative
 37 costs, the salary of the Director of the Program and other Program staff,
 38 expenses of the Commission, and to provide the Commission with funds to
 39 use for the extracurricular enhancement activities of the Program.
- 40 (2) The Authority may use the greater of two hundred fifty thousand dollars
 41 (\$250,000) or four percent (4%) of the funds appropriated to the Trust Fund
 42 each fiscal year for administrative costs associated with the Program.
- 43 (3) The Authority shall provide the Commission with up to six hundred thousand
 44 dollars (\$600,000) from the Trust Fund in each fiscal year for the Commission
 45 to provide mentoring and coaching support to forgivable loan recipients
 46 through the North Carolina New Teacher Support Program in an amount of
 47 up to two thousand two hundred dollars (\$2,200) for each Program recipient.
 48 Funds shall be prioritized for teachers serving in North Carolina public
 49 schools identified as low-performing under G.S. 115C-105.37.

50 (d) Director of the Program. – The Board of Governors of The University of North
 51 Carolina shall appoint a Director of the Program. The Director shall appoint staff to the

1 Commission and shall be responsible for recruitment and coordination of the Program, including
2 proactive, aggressive, and strategic recruitment of potential recipients. Efforts shall include
3 identifying and encouraging students of color and students who may not otherwise consider a
4 career in teaching to enter the program. Recruitment activities shall include a broad-based
5 strategy (i) targeting regions of the State with the highest teacher attrition rates and teacher
6 recruitment ~~challenges, challenges and~~ (ii) actively engaging with educators, business leaders,
7 experts in human resources, elected officials, and other community leaders throughout the ~~State,~~
8 ~~and (iii) attracting candidates in STEM and special education licensure areas to the Program.~~
9 State to attract a diverse pool of applicants. The Director shall report to the President of The
10 University of North Carolina. The Authority shall provide office space and clerical support staff,
11 as necessary, to the Director for the Program.

12 (e) Student Selection Criteria for Forgivable Loans. – The Commission shall adopt
13 stringent standards for awarding forgivable loans based on multiple measures to ensure that only
14 the strongest applicants receive them, including the following:

- 15 (1) Grade point averages.
- 16 (2) Performance on relevant career and college readiness assessments.
- 17 (3) Experience, accomplishments, and other criteria demonstrating qualities
18 positively correlated with highly effective teachers, including excellent verbal
19 and communication skills.
- 20 (4) Demonstrated commitment to serve in a ~~STEM or special education licensure~~
21 ~~area in~~ North Carolina public schools.

22 (f) Program Selection Criteria. – The Authority shall administer the Program in
23 cooperation with ~~up to eight~~ institutions of higher education with approved educator preparation
24 programs selected by the Commission that represent a diverse selection of both postsecondary
25 constituent institutions of The University of North Carolina and private postsecondary
26 institutions operating in the ~~State.~~ State, including minority-serving institutions. The
27 Commission shall adopt stringent standards for selection of the most effective educator
28 preparation programs, including the following:

- 29 (1) Demonstrates high rates of educator effectiveness on value-added models and
30 teacher evaluations, including using performance-based, subject-specific
31 assessment and support systems, such as edTPA or other metrics of evaluating
32 candidate effectiveness that have predictive validity.
- 33 (2) Demonstrates measurable impact of prior graduates on student learning,
34 including impact of graduates teaching in STEM or special education
35 licensure areas.
- 36 (3) Demonstrates high rates of graduates passing exams required for teacher
37 licensure.
- 38 (4) Provides curricular and co-curricular enhancements in leadership, facilitates
39 learning for diverse learners, and promotes community engagement,
40 classroom management, and reflection and assessment.
- 41 (5) Requires at least a minor concentration of study in the subject area that the
42 candidate may teach.
- 43 (6) Provides early and frequent internship or practical experiences, including the
44 opportunity for participants to perform practicums in diverse school
45 environments.
- 46 (7) Is approved by the State Board of Education as an educator preparation
47 program.

48 (g) Awards of Forgivable Loans. – The Program shall provide forgivable loans to selected
49 students to be used at ~~up to eight~~ selected institutions for completion of a program leading to
50 initial teacher licensure as follows:

- 1 (1) North Carolina high school seniors. – Forgivable loans of up to four thousand
2 one hundred twenty-five dollars (\$4,125) per semester for up to eight
3 semesters.
- 4 (2) Students applying for transfer to a selected educator preparation program at
5 an institution of higher education. – Forgivable loans of up to four thousand
6 one hundred twenty-five dollars (\$4,125) per semester for up to six semesters.
- 7 (3) Individuals currently holding a bachelor's degree seeking preparation for
8 teacher licensure. – Forgivable loans of up to four thousand one hundred
9 twenty-five dollars (\$4,125) per semester for up to four semesters.
- 10 (4) Students matriculating at institutions of higher education who are changing to
11 an approved program of study at a selected educator preparation program. –
12 Forgivable loans of up to four thousand one hundred twenty-five dollars
13 (\$4,125) per semester for up to four semesters.

14 Forgivable loans may be used for tuition, fees, the cost of books, and expenses related to
15 obtaining licensure.

16 (g1) Extracurricular Enhancement Activities. – The Program shall provide planning,
17 training, and ongoing support for Program leaders and recipients, including training on topics
18 such as culturally responsive teaching, teaching students with disabilities, and trauma-informed
19 teaching.

20 ~~(h) Identification of STEM and Special Education Licensure Areas. – The Superintendent~~
21 ~~of Public Instruction shall identify and provide to the Commission and the Authority a list of~~
22 ~~STEM and special education licensure areas and shall annually provide to the Commission the~~
23 ~~number of available positions in each licensure area relative to the number of current and~~
24 ~~anticipated teachers in that area of licensure. The Commission shall make the list of STEM and~~
25 ~~special education licensure areas readily available to applicants.~~

26 (i) Administration of Forgivable Loan Awards. – Upon the naming of recipients of the
27 forgivable loans by the Commission, the Commission shall transfer to the Authority its decisions.
28 The Authority, in coordination with the Director, shall perform all of the administrative functions
29 necessary to implement this Part, which functions shall include rule making, disseminating
30 information, acting as a liaison with participating institutions of higher education, implementing
31 forgivable loan agreements, loan monitoring, loan cancelling through service and collection,
32 determining the acceptability of service repayment agreements, enforcing the agreements, and
33 all other functions necessary for the execution, payment, and enforcement of promissory notes
34 required under this Part.

35 (j) Annual Report. – The Commission, in coordination with the Authority, the
36 Department of Public Instruction, and the selected educator education programs participating in
37 the Program shall report no later than January 1, ~~2019~~, 2022, and annually thereafter, to the Joint
38 Legislative Education Oversight Committee regarding the following:

- 39 (1) Forgivable loans awarded from the Trust Fund, including the following:
40 a. Demographic information regarding recipients.
41 b. Number of recipients by institution of higher education and program.
42 c. Information on number of recipients by anticipated ~~STEM and special~~
43 ~~education~~-licensure area.
- 44 (2) Placement and repayment rates, including the following:
45 a. Number of graduates who have been employed ~~in a STEM or special~~
46 ~~education licensure area~~ within two years of program completion.
47 b. Number of graduates who accepted employment at a low-performing
48 school identified under G.S. 115C-105.37 as part of their years of
49 service.
50 c. Number of graduates who have elected to do loan repayment and their
51 years of service, if any, prior to beginning loan repayment.

1 d. Number of graduates ~~employed in a STEM or special education~~
 2 ~~licensure area~~ who have received an overall rating of at least
 3 accomplished and have met expected growth on applicable standards
 4 of the teacher evaluation instrument.

5 e. Aggregate information on student growth and proficiency in courses
 6 taught by graduates who have fulfilled service requirements through
 7 ~~employment in a STEM or special education licensure~~
 8 ~~area.~~employment.

9 (2a) Mentoring and coaching support through the North Carolina New Teacher
 10 Support Program, including the following:

11 a. Number of forgivable loan recipients who received mentoring and
 12 coaching support when employed at a low-performing school
 13 identified under G.S. 115C-105.37.

14 b. Number of forgivable loan recipients who received mentoring and
 15 coaching support when employed at a school not identified as
 16 low-performing under G.S. 115C-105.37.

17 (3) Selected school outcomes by program, including the following:

18 a. Turnover rate for forgivable loan graduates, including the turnover rate
 19 for graduates who also received mentoring and coaching support
 20 through the North Carolina New Teacher Support Program.

21 b. Aggregate information on student growth and proficiency as provided
 22 annually by the State Board of Education to the Commission in courses
 23 taught by forgivable loan graduates.

24 c. Fulfillment rate of forgivable loan graduates.

25 **"§ 116-209.63. Terms of forgivable loans; receipt and disbursement of funds.**

26 (a) Notes. – All forgivable loans shall be evidenced by notes made payable to the
 27 Authority that bear interest at a rate not to exceed ten percent (10%) per year as set by the
 28 Authority and beginning on the first day of September after the completion of the program
 29 leading to teacher licensure or 90 days after graduation, whichever is later. If a forgivable loan is
 30 terminated, the note shall be made payable to the Authority 90 days after termination of the
 31 forgivable loan. The forgivable loan may be terminated upon the recipient's withdrawal from the
 32 Program or by the recipient's failure to meet the standards set by the Commission.

33 (b) Forgiveness. – The Authority shall forgive the loan and any interest accrued on the
 34 loan if, within 10 years after graduation from a program leading to teacher licensure, exclusive
 35 of any authorized deferment for extenuating circumstances, the recipient serves as a teacher ~~in a~~
 36 ~~STEM or special education licensure area, as provided in G.S. 116-209.62(h),~~ for every year the
 37 teacher was awarded the forgivable loan, in any combination of the following:

38 (1) One year at a North Carolina public school identified as low-performing under
 39 G.S. 115C-105.37 at the time the teacher accepts employment at the school
 40 or, if the teacher changes employment during this period, at another school
 41 identified as low-performing.

42 (2) Two years at a North Carolina public school not identified as low-performing
 43 under G.S. 115C-105.37.

44 The Authority shall also forgive the loan if it finds that it is impossible for the recipient to
 45 work for up to eight years, within 10 years after completion of the program leading to teacher
 46 licensure, at a North Carolina public school because of the death or permanent disability of the
 47 recipient. If the recipient repays the forgivable loan by cash payments, all indebtedness shall be
 48 repaid within 10 years after completion of the program leading to teacher licensure supported by
 49 the forgivable loan. If the recipient completes a program leading to teacher licensure, payment
 50 of principal and interest shall begin no later than the first day of September after the completion

1 of the program. Should a recipient present extenuating circumstances, the Authority may extend
2 the period to repay the loan in cash to no more than a total of 12 years."

3 **SECTION 1.7.(b)** There is appropriated from the General Fund to the North Carolina
4 Teaching Fellows Program Trust Fund the sum of one million dollars (\$1,000,000) in recurring
5 funds for the 2021-2022 fiscal year and the sum of four million seven hundred thousand dollars
6 (\$4,700,000) in recurring funds for the 2022-2023 fiscal year to support an additional 490 teacher
7 licensure candidates.

8 **SECTION 1.7.(c)** Subsection (a) of this section applies beginning with the
9 2022-2023 academic year.

10 11 **RECRUITMENT BONUS PILOT PROGRAM FOR TEACHERS IN LOW-WEALTH, 12 LOW-PERFORMING, OR HIGH-NEEDS SCHOOLS**

13 **SECTION 1.8.(a)** Purpose. – The State Board of Education shall establish a grant
14 program to assist local school administrative units in providing multiyear recruitment bonuses to
15 certified teachers who commit to teach multiple years in a low-performing or high-needs school.
16 Bonuses awarded as part of this grant program shall include, but are not limited to, the following
17 components:

- 18 (1) Awards over multiple years with a requirement that teachers remain in the
19 school over multiple years to receive the bonus.
- 20 (2) Awards to licensed teachers who commit to teach in a school identified as
21 low-performing, as defined in G.S. 115C-105.37, a school identified as
22 continually low-performing, as defined in G.S. 115C-105.37A, or a school
23 where seventy-five percent (75%) or greater of students qualify for free or
24 reduced-price lunch under the National School Lunch Program.

25 **SECTION 1.8.(b)** Request for Proposal. – By September 1, 2021, and annually
26 thereafter, the State Board of Education shall issue a Request for Proposal (RFP) for the grant
27 program. Local boards of education shall submit their proposals by December 1, 2021. The RFP
28 shall require that proposals include the following information at a minimum:

- 29 (1) Description of the proposal, including details on targeted schools for the
30 bonuses and how the bonus program will be structured.
- 31 (2) Evidence-based research that supports the proposal.
- 32 (3) Implementation time line for the plan.
- 33 (4) Plans for financial sustainability once grant money is no longer available.

34 **SECTION 1.8.(c)** Grant Awards. – By February 15, 2022, the State Board of
35 Education shall review the proposals submitted by local boards of education and shall select up
36 to 10 local school administrative units for grant awards. The State Board of Education may make
37 grant awards for up to three years. A local school administrative unit may not receive more than
38 five hundred thousand dollars (\$500,000) in a single fiscal year from the grant program.

39 **SECTION 1.8.(d)** Evaluation and Reporting. – Of the funds appropriated by this
40 section, the State Board of Education may use up to three hundred thousand dollars (\$300,000)
41 to contract with an independent research organization to evaluate the impact of this grant
42 program. The independent research organization shall report the results of this evaluation to the
43 Joint Legislative Education Oversight Committee, the Fiscal Research Division, and the Office
44 of State Budget and Management by September 1, 2024. The Department of Public Instruction
45 shall report annually on the implementation of this grant program beginning March 15, 2022.

46 **SECTION 1.8.(e)** Appropriation. – There is appropriated from the General Fund to
47 the Department of Public Instruction the sum of three million dollars (\$3,000,000) in recurring
48 funds for the 2021-2022 fiscal year and the sum of six million dollars (\$6,000,000) in recurring
49 funds for the 2022-2023 fiscal year to implement the grant program in accordance with this
50 section.

1 **SECTION 1.8.(f)** Carryforward. – Any unexpended funds appropriated under this
2 section at the end of the 2021-2022 and 2022-2023 fiscal years shall not revert to the General
3 Fund but shall remain available for the purposes set forth in this section.
4

5 **TEACHER PREPARATION RESIDENCY PILOT GRANT PROGRAM**

6 **SECTION 1.9.(a)** Purpose. – The State Board of Education shall establish a grant
7 program to assist local school administrative units in the development of teacher preparation
8 residency pilot programs. Teacher preparation residency programs provide the necessary
9 preparation and induction supports to teacher preparation candidates pursuing a continuing
10 professional license. Teacher preparation residency programs eligible to receive grant funding
11 through this program shall include, at a minimum, the following components:

- 12 (1) Coursework in the candidate's area of licensure.
- 13 (2) Tuition and stipends.
- 14 (3) Faculty advising.
- 15 (4) Clinical training experiences.
- 16 (5) Ongoing induction support.

17 Residency programs eligible for this grant program may include partnerships between
18 local school administrative units, educator preparation programs, local community colleges or
19 universities, and other community organizations. Grant funds awarded to local school
20 administrative units under this program shall be matched by the local school administrative units
21 on the basis of one dollar (\$1.00) in nongrant funds for every one dollar (\$1.00) in grant funds.

22 **SECTION 1.9.(b)** Request for Proposal. – By October 1, 2021, the State Board of
23 Education shall issue a Request for Proposal (RFP) for the grant program. Local boards of
24 education shall submit their proposals by January 15, 2022. The RFP shall require that proposals
25 include the following information at a minimum:

- 26 (1) Description of the proposal, including the number of teacher preparation
27 candidates to be served.
- 28 (2) Evidence-based research that supports the proposal.
- 29 (3) Implementation time line for the plan.
- 30 (4) Plans for financial sustainability once grant money is no longer available.

31 **SECTION 1.9.(c)** Grant Awards. – By April 15, 2022, the State Board of Education
32 shall review the proposals submitted by local boards of education and shall select up to 10 local
33 school administrative units for grant awards. The State Board of Education may make grant
34 awards for up to three years. A local school administrative unit may not receive more than five
35 hundred thousand dollars (\$500,000) in a single fiscal year from this grant program.

36 **SECTION 1.9.(d)** Evaluation and Reporting. – Of the funds appropriated by this
37 section, the State Board of Education may use up to three hundred thousand dollars (\$300,000)
38 to contract with an independent research organization to evaluate the impact of this grant
39 program. The independent research organization shall report the results of this evaluation to the
40 Joint Legislative Education Oversight Committee, the Fiscal Research Division, and the Office
41 of State Budget and Management by September 1, 2025. The Department of Public Instruction
42 shall report annually on the implementation of this grant program beginning by March 15, 2023.

43 **SECTION 1.9.(e)** Appropriation. – There is appropriated from the General Fund to
44 the Department of Public Instruction the sum of five million dollars (\$5,000,000) in recurring
45 funds for the 2022-2023 fiscal year to implement the grant program in accordance with this
46 section.

47 **SECTION 1.9.(f)** Carryforward. – Any unexpended funds appropriated under this
48 section at the end of the 2022-2023 fiscal year shall not revert to the General Fund but shall
49 remain available for the purposes set forth in this section.
50

51 **EXPAND PARTNERSHIP TEACH**

1 **SECTION 1.10.** There is appropriated from the General Fund to the Board of
2 Governors of The University of North Carolina the sum of two hundred thousand dollars
3 (\$200,000) in recurring funds to expand Partnership Teach to up to two additional hub sites,
4 including providing funds for staffing, fellowship support, mentoring, and increasing recruitment
5 capacity.
6

7 **DEVELOPING A REPRESENTATIVE AND INCLUSIVE VISION FOR EDUCATION**
8 **(DRIVE) GRANT PROGRAM**

9 **SECTION 1.11.(a)** Purpose. – The State Board of Education, in consultation with
10 the Office of the Governor, The University of North Carolina System Office, and the Community
11 College System Office, shall establish a grant program to support strategic partnerships
12 committed to increasing the pipeline of educators of color across the State. As an extension of
13 the recommendations and strategies presented by the Governor's DRIVE Task Force on January
14 1, 2021, the grants shall be provided to local school administrative units, institutions of higher
15 education, and community organizations to implement innovative initiatives that support the
16 recruitment, preparation, support, and retention of racially, ethnically, and linguistically diverse
17 educators. The purpose of this program shall be to do at least the following:

- 18 (1) Increase the diversity of the educator workforce across the State through novel
19 recruitment efforts.
- 20 (2) Strengthen the pipeline of aspiring teachers of color across the State through
21 traditional and alternative certification pathways.
- 22 (3) Provide mechanisms to support and retain educators of color currently serving
23 in elementary and secondary public schools.
- 24 (4) Promote collaboration between school systems, institutions of higher
25 education, and community and nonprofit organizations to diversify the
26 educator workforce.

27 **SECTION 1.11.(b)** Applications. – Applicants for grants shall demonstrate at least
28 the following for grant award consideration:

- 29 (1) A partnership between at least two of the following entities: local school
30 administrative units, Historically Black Colleges and Universities,
31 Historically Minority-Serving Institutions, educator preparation programs,
32 alternative certification programs, public and private colleges and universities,
33 community colleges, and community or nonprofit organizations.
- 34 (2) Proposals for strategies that address one or more of the following components
35 of the educator development continuum as highlighted by the DRIVE Task
36 Force's 2021 Report to the Governor: recruitment, placement and induction,
37 and support and retention of educators of color.

38 **SECTION 1.11.(c)** Use of Funds. – Grant funds may be used for the following
39 activities:

- 40 (1) Strengthening existing high school dual enrollment programs to offer
41 education-based college credit or honors courses as streamlined pathways for
42 future careers in education.
- 43 (2) Implementing targeted school system-level and community-based
44 recruitment programs for aspiring educators of color interested in traditional
45 and alternative educator preparation programs.
- 46 (3) Utilizing and leveraging existing financial aid programs that include
47 scholarships, loan forgiveness, and tuition reimbursement that reduce the
48 disproportionate financial burden incurred by aspiring candidates of color.
- 49 (4) Increasing preparation and supporting preservice educators of color through
50 paid clinical learning experiences, with a commitment to teaching in North
51 Carolina public schools.

- 1 (5) Offering support for job placement and licensure for candidates of color after
2 completing their educator preparation program.
- 3 (6) Providing induction and mentoring programs that address the needs of
4 educators of color that include sustaining networking and professional
5 learning communities or affinity groups.
- 6 (7) Encouraging and financially supporting educators of color interested in
7 joining national professional organizations or attending national conferences.

8 **SECTION 1.11.(d)** Request for Proposal. – By October 1, 2021, the State Board of
9 Education shall issue a Request for Proposal (RFP) for the grant program. Applicants shall submit
10 their proposals by December 1, 2021. The RFP shall require that proposals include the following
11 information at a minimum:

- 12 (1) Description of the proposal.
- 13 (2) Evidence-based research that supports the proposal.
- 14 (3) An implementation time line for the plan.
- 15 (4) Plans for financial sustainability once grant money is no longer available.

16 **SECTION 1.11.(e)** Selection. – By February 1, 2022, a selection committee shall
17 select up to five grantees, making the effort to ensure that there is representation across the State
18 as reflected by rural and urban districts, institutions of higher education, and community-based
19 partners. Any grants awarded may be spent over a five-year period from the initial award. Grants
20 may be awarded for new or existing projects.

21 **SECTION 1.11.(f)** Reporting Requirements. – No later than September 1 of each
22 year, grant recipients shall submit to the State Board of Education an annual report for the
23 preceding grant year that describes the implementation of the program. This report must include
24 qualitative and quantitative data to demonstrate program effectiveness.

25 **SECTION 1.11.(g)** Evaluation and Reporting. – Of the funds appropriated by this
26 section, the State Board of Education may use up to three hundred thousand dollars (\$300,000)
27 to contract with an independent research organization to evaluate the impact of this grant
28 program. The independent research organization shall report the results of this evaluation to the
29 Joint Legislative Education Oversight Committee, the Fiscal Research Division, and the Office
30 of State Budget and Management by September 1, 2023. The State Board of Education shall
31 report annually on the implementation of this grant program beginning on January 1, 2023.

32 **SECTION 1.11.(h)** Appropriation. – There is appropriated from the General Fund
33 to the Department of Public Instruction the sum of two million dollars (\$2,000,000) in recurring
34 funds for the 2021-2022 fiscal year to implement the grant program in accordance with this
35 section.

36 **SECTION 1.11.(i)** Carryforward. – Any unexpended funds at the end of each fiscal
37 year from the funds appropriated for the grant program under this section shall not revert to the
38 General Fund but shall remain available for expenditure for the purposes set forth in this section.

39 ANNUAL EDUCATOR DIVERSITY REPORT

40 **SECTION 1.12.(a)** G.S. 115C-12(22) reads as rewritten:

41 "(22) Duty to Monitor the State of the Teaching Profession and Educator Diversity
42 in North Carolina. – The State Board of Education shall monitor and compile
43 ~~an annual report~~ reports on the following:

- 44 a. The state of the teaching profession in North Carolina that includes
45 Carolina. This report shall include data on the decisions of teachers to
46 leave the teaching profession and data on teaching positions that local
47 boards of education are unable to fill, as provided in G.S. 115C-299.5.
48 b. Educator diversity in North Carolina. This report shall include data on
49 the diversity of educators and future educators in the State, as provided
50 in G.S. 115C-299.7."
51

1 **SECTION 1.12.(b)** Article 20 of Chapter 115C of the General Statutes is amended
2 by adding a new section to read:

3 **"§ 115C-299.7. Duty to monitor educator diversity.**

4 (a) Definitions. – As used in this section, the following definitions apply:

5 (1) Diversity categories. – Race and ethnicity.

6 (2) Education entity. – Any of the following:

7 a. A public school unit, as defined in G.S. 115C-5(7a).

8 b. An educator preparation program, as defined in G.S. 115C-269.1(10).

9 (3) Educators. – Teachers employed by a public school unit.

10 (4) Future educators. – Students enrolled in an educator preparation program.

11 (5) Grade level. – Where applicable, the grade level taught by an educator and the
12 grade level attended by a future educator.

13 (6) Mobility rates. – The percentage of educators who move from one school or
14 public school unit to another.

15 (7) Qualitative data. – Information collected via questionnaire, interview, and
16 other nonquantitative methods.

17 (b) Education Entity Diversity Report. – No later than July 30, 2022, and annually
18 thereafter, each education entity shall report to the Department of Public Instruction the following
19 information regarding the diversity of educators and future educators in the entity from the
20 previous school year, disaggregated by diversity category and, where applicable, by grade level:

21 (1) Total number of educators and future educators.

22 (2) The number of persons who apply to work in or attend the education entity as
23 an educator or future educator.

24 (3) The number of educators and future educators who are employed by or
25 enrolled in an education entity.

26 (4) Retention rates of educators.

27 (5) Mobility rates of educators between schools in a public school unit.

28 (6) The number of future educators who do the following:

29 a. Complete an educator preparation program.

30 b. Become licensed in North Carolina.

31 c. Become employed in a public school unit.

32 (7) Qualitative data from educators and future educators on the diversity and
33 inclusiveness of the education entity, including applicable information on
34 recruitment, educator preparation, retention, mobility, and turnover. This
35 information should include related reasons for educator attrition provided on
36 educator workforce reports.

37 (8) Recommendations from the entity to improve diversity of educators and future
38 educators, including strategies to recruit and retain a diverse pool of educators
39 and future educators.

40 (c) Statewide Diversity Report. – No later than October 15, 2022, and annually thereafter,
41 the Department of Public Instruction shall collect the information provided pursuant to
42 subsection (b) of this section and report that information, organized to include at least the
43 following, to the Joint Legislative Education Oversight Committee, disaggregated by diversity
44 category and, where applicable, by grade level:

45 (1) Statewide data for each education entity, including mobility rates of educators
46 between public school units.

47 (2) Recommendations from the Department to improve diversity among
48 educators and future educators in education entities, including strategies to
49 recruit and retain a diverse pool of educators and future educators.

1 (d) Statistical Profile. – The Department of Public Instruction shall include the
2 information regarding public school units collected pursuant to this act in the statistical profile
3 of public schools maintained on its website.

4 (e) Certain Information Excluded. – Nothing in this section shall be construed to require
5 an education entity or the Department of Public Instruction to report any data that reveals
6 confidential or personally identifiable information about an educator or future educator."
7

8 **ESTABLISH THE OFFICE OF EQUITY AFFAIRS WITHIN THE DEPARTMENT OF** 9 **PUBLIC INSTRUCTION**

10 **SECTION 1.13.(a)** Chapter 115C of the General Statutes is amended by adding a
11 new Article to read:

12 "Article 6E.

13 "Office of Equity Affairs.

14 **"§ 115C-64.35. Establishment, purpose, and duties of Office of Equity Affairs.**

15 (a) There is established within the Department of Public Instruction the Office of Equity
16 Affairs. The purpose of the Office of Equity Affairs is to provide internal oversight within the
17 Department of Public Instruction and the State Board of Education specific to compliance with
18 the State's constitutional role to provide each child the opportunity to receive a sound basic
19 education and to direct the recruitment and retention of a diverse educator workforce.

20 (b) The Office of Equity Affairs shall review educational policies, programs, and
21 initiatives and shall provide an independent, objective source of information to be used in
22 evaluating substantial compliance with sound basic education standards and the goal of recruiting
23 and retaining a diverse educator workforce, giving special attention and consideration to
24 outcomes for at-risk students. The Office of Equity Affairs may suggest adjustments to the
25 content and delivery of educational policies, programs, and initiatives to improve their efficacy.
26 The authority of the Office of Equity Affairs to evaluate and advise shall extend to all policies,
27 programs, and initiatives related to ensuring that all students have access to a sound basic
28 education and to the goal of recruiting and retaining a diverse educator workforce.

29 (c) In carrying out its duties, the Office of Equity Affairs has authority to obtain full and
30 unrestricted access to all records, information, and data in the possession of or legally available
31 to the Department of Public Instruction or State Board of Education.

32 (d) Beginning no later than January 15, 2022, and semiannually thereafter, the Office of
33 Equity Affairs shall submit a report to the Joint Legislative Education Oversight Committee on
34 the (i) implementation of its duties as set forth in this Article, (ii) progress of the Department of
35 Public Instruction and the State Board of Education in effectively providing each child the
36 opportunity to receive a sound basic education, and (iii) the diversity of the educator workforce.
37 Prior to the reporting of any deficiencies in progress, the Office of Equity Affairs shall give to
38 the Department of Public Instruction and the State Board of Education ample notice of the
39 deficiencies and an opportunity to correct or improve the deficiencies and shall include in the
40 report any efforts to do so. The report shall include any recommended legislation.

41 **"§ 115C-64.36. Administrative organization; organizational independence.**

42 (a) There is established within the Department of Public Instruction the position of
43 Deputy Superintendent of Equity Affairs who shall serve as the chief officer of the Office of
44 Equity Affairs. The Deputy Superintendent shall have professional, administrative, technical, and
45 clerical personnel as may be necessary in carrying out the duties of the position.

46 (b) The Superintendent of Public Instruction shall recommend to the State Board of
47 Education the individual to be appointed as Deputy Superintendent of Equity Affairs, and the
48 recommended appointee shall be appointed upon approval by the State Board of Education. The
49 Deputy Superintendent shall report to the Superintendent of Public Instruction and the State
50 Board of Education jointly and may be removed only upon the joint agreement of the
51 Superintendent of Public Instruction and a majority of the members of the State Board of

1 Education. The Deputy Superintendent shall be organizationally situated to avoid impairments
2 to independence in his or her own professional judgment on how to best accomplish the purposes
3 of the Office of Equity Affairs."

4 **SECTION 1.13.(b)** There is appropriated from the General Fund to the Department
5 of Public Instruction for the 2021-2022 fiscal year the sum of four hundred thousand dollars
6 (\$400,000) in recurring funds to permit the Deputy Superintendent of Equity Affairs, as
7 established by this act, to appoint up to four full-time staff to assist in the administration of the
8 Deputy Superintendent's duties under Article 6E of Chapter 115C of the General Statutes, as
9 enacted by this act. Personnel appointed to these positions shall report solely to the Deputy
10 Superintendent of Equity Affairs. The appointments shall not be subject to approval or
11 disapproval by the Superintendent of Public Instruction or the State Board of Education. Of the
12 four time-limited positions, one shall be an administrative assistant position and at least one shall
13 be an attorney position.

14 **NORTH CAROLINA NEW TEACHER SUPPORT PROGRAM**

15 **SECTION 1.14.** There is appropriated from the General Fund to the Board of
16 Governors of The University of North Carolina the sum of two million two hundred thousand
17 dollars (\$2,200,000) in recurring funds for the 2021-2022 fiscal year and the sum of five million
18 dollars (\$5,000,000) in recurring funds for the 2022-2023 fiscal year to provide mentoring and
19 coaching support to beginning teachers who are employed in public schools identified as
20 low-performing or high-poverty at no cost to the local school administrative units.

21 **ADVANCED TEACHING ROLES CHANGES**

22 **SECTION 1.15.(a)** G.S. 115C-311(i) reads as rewritten:

23 "(i) Class Size Flexibility. – Notwithstanding G.S. 115C-301, with the approval of the
24 State Board of Education, Advanced Teaching Roles schools selected to participate in the
25 program may exceed the maximum class size requirements for kindergarten through third grade
26 during the term of up to three years in which State funds are awarded to the local school
27 administrative unit where the school is located. At the conclusion of the term, any class size
28 flexibility approved for an Advanced Teaching Roles school pursuant to this subsection shall
29 expire grade."
30

31 **SECTION 1.15.(b)** There is appropriated from the General Fund to the Department
32 of Public Instruction for the 2021-2022 fiscal year the sum of three million dollars (\$3,000,000)
33 in recurring funds to support teacher compensation models and advanced teaching roles and to
34 develop implementation plans for teacher compensation models and advanced teaching roles
35 pursuant to G.S. 115C-311. These funds shall not revert at the end of the fiscal year but shall
36 remain available until expended.

37 **SECTION 1.15.(c)** Of the funds appropriated to the Department of Public Instruction
38 to support teacher compensation models and advanced teaching roles and to develop associated
39 implementation plans pursuant to this section, the Department may use up to four percent (4%)
40 each fiscal year to evaluate the program, contract with an independent research organization to
41 evaluate the program, or continue any preexisting contract with an independent research
42 organization formed pursuant to Section 8.7 of S.L. 2016-94. Any remaining funds may be
43 awarded to selected local school administrative units in accordance with this act to support
44 teacher compensation models and advanced teaching roles and to develop associated
45 implementation plans.

46 **EDUCATOR PROFESSIONAL DEVELOPMENT ALLOTMENT**

47 **SECTION 1.16.(a)** Effective July 1, 2021, there is established the Educator
48 Professional Development Allotment in the State Public School Fund. The State Board of
49
50

1 Education shall establish the purposes for which the funds within the new Educator Professional
 2 Development funding allotment may be used, including at least the following:

- 3 (1) Educator professional development for targeted public school units and
 4 schools requiring multitiered support for prekindergarten through grade three,
 5 including the following:
 6 a. Child development.
 7 b. Early literacy.
 8 c. Social and emotional learning.
 9 d. Family engagement.
- 10 (2) Implementation of literacy training.
- 11 (3) Mentoring programs for beginning educators.

12 **SECTION 1.16.(b)** There is appropriated from the General Fund to the Department
 13 of Public Instruction the sum of ten million dollars (\$10,000,000) in recurring funds for the
 14 2021-2022 fiscal year and the sum of twenty million dollars (\$20,000,000) in recurring funds for
 15 the 2022-2023 fiscal year to be used to fund the Educator Professional Development Allotment.
 16 Funds shall be allotted to local school administrative units based on average daily membership.
 17

18 **EDUCATOR WAGE COMPARABILITY STUDY**

19 **SECTION 1.17.(a)** The State Board of Education shall conduct a wage
 20 comparability study to determine competitive pay for public school employees in comparison to
 21 salaries in similar professions in North Carolina. As part of its study, the State Board shall do at
 22 least the following:

- 23 (1) Compare salaries for public school employees to salaries for professions in
 24 North Carolina that require similar education and credentials.
- 25 (2) Identify the level of compensation needed to provide a competitive salary to
 26 public school employees in accordance with subdivision (1) of this subsection.
- 27 (3) Identify specific State, regional, and local salary actions required to attract,
 28 recruit, and retain high-quality public school employees, particularly to
 29 low-wealth local school administrative units and high-poverty public schools.

30 **SECTION 1.17.(b)** The State Board of Education shall report on the findings of this
 31 study to the Joint Legislative Education Oversight Committee, the Fiscal Research Division, and
 32 the Office of State Budget and Management by March 1, 2022.

33 **SECTION 1.17.(c)** There is appropriated from the General Fund to the Department
 34 of Public Instruction the sum of two hundred thousand dollars (\$200,000) in nonrecurring funds
 35 to conduct the educator wage comparability study required by this section.
 36

37 **TEACHER SALARY SCHEDULE**

38 **SECTION 1.18.(a)** The following monthly teacher salary schedule shall apply for
 39 the 2021-2022 fiscal year to licensed personnel of the public schools who are classified as
 40 teachers. The salary schedule is based on years of teaching experience.

41 **2021-2022 Teacher Monthly Salary Schedule**

42 Years of Experience	"A" Teachers
43 0	\$3,625
44 1	\$3,780
45 2	\$3,885
46 3	\$3,990
47 4	\$4,095
48 5	\$4,200
49 6	\$4,305
50 7	\$4,410
51 8	\$4,515

1	9	\$4,620
2	10	\$4,725
3	11	\$4,830
4	12	\$4,935
5	13	\$5,040
6	14	\$5,145
7	15-24	\$5,250
8	25+	\$5,460.

SECTION 1.18.(b) Salary Supplements for Teachers Paid on This Salary Schedule.

- (1) Licensed teachers who have NBPTS certification shall receive a salary supplement each month of twelve percent (12%) of their monthly salary on the "A" salary schedule.
- (2) Licensed teachers who are classified as "M" teachers shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (3) Licensed teachers with licensure based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the supplement provided to them as "M" teachers.
- (4) Licensed teachers with licensure based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the supplement provided to them as "M" teachers.
- (5) Certified school nurses shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.

SECTION 1.18.(c) The first step of the salary schedule for (i) school psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree level or higher shall be equivalent to the sixth step of the "A" salary schedule. These employees shall receive a salary supplement each month of ten percent (10%) of their monthly salary and are eligible to receive salary supplements equivalent to those of teachers for academic preparation at the six-year degree level or the doctoral degree level.

SECTION 1.18.(d) The twenty-sixth step of the salary schedule for (i) school psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree level or higher shall be seven and one-half percent (7.5%) higher than the salary received by these same employees on the twenty-fifth step of the salary schedule.

SECTION 1.18.(e) Beginning with the 2014-2015 fiscal year, in lieu of providing annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those longevity payments are included in the monthly amounts under the teacher salary schedule.

SECTION 1.18.(f) A teacher compensated in accordance with this salary schedule for the 2021-2022 school year shall receive an amount equal to the greater of the following:

- (1) The applicable amount on the salary schedule for the applicable school year.
- (2) For teachers who were eligible for longevity for the 2013-2014 school year, the sum of the following:
 - a. The salary the teacher received in the 2013-2014 school year pursuant to Section 35.11 of S.L. 2013-360.
 - b. The longevity that the teacher would have received under the longevity system in effect for the 2013-2014 school year provided in Section 35.11 of S.L. 2013-360 based on the teacher's current years of service.

c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.

- (3) For teachers who were not eligible for longevity for the 2013-2014 school year, the sum of the salary and annual bonus the teacher received in the 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

SECTION 1.18.(g) As used in this section, the term "teacher" shall also include instructional support personnel.

SECTION 1.18.(h) There is appropriated from the General Fund to the Department of Public Instruction the sum of three hundred eighteen million dollars (\$318,000,000) in recurring funds to increase salaries for teachers and instructional support personnel in accordance with this section.

SECTION 1.18.(i) It is the intent of the General Assembly to adjust compensation for teachers in the 2022-2023 fiscal year and subsequent fiscal years in accordance with the educator wage comparability study established by this act.

FUNDS FOR NATIONAL BOARD CERTIFICATION APPLICATION FEE

SECTION 1.19.(a) G.S. 115C-296.2(c) reads as rewritten:

"(c) Payment of the NBPTS Participation Fee; Paid Leave. – The State shall provide for payment of the NBPTS participation fee as follows:

(1) For up to 1,000 teachers each fiscal year, the Department of Public Instruction shall provide grants for the full participation fee.

(2) For all other teachers, the State shall lend teachers the participation fee and shall provide up to three days of approved paid leave to all teachers participating in the NBPTS program who:

~~(1)~~a. Have completed three full years of teaching in a North Carolina public school; and

~~(2)~~b. Have (i) not previously received State funds for participating in any certification area in the NBPTS program, (ii) repaid any State funds previously received for the NBPTS certification process, or (iii) received a waiver of repayment from the State Board of Education.

Teachers participating in the program shall take paid leave only with the approval of their supervisors."

SECTION 1.19.(b) There is appropriated from the General Fund to the Department of Public Instruction the sum of one million nine hundred thousand dollars (\$1,900,000) in recurring funds for the 2021-2022 fiscal year to provide grants to up to 1,000 teachers for the full participation fee for National Board for Professional Teaching Standards (NBPTS) certification pursuant to subsection (a) of this section. From these funds, the Department of Public Instruction shall transfer the sum of up to one million nine hundred thousand dollars (\$1,900,000) to the State Education Assistance Authority each fiscal year to administer the payment of fees to teachers pursuant to G.S. 115C-296.2.

PART II. WELL-PREPARED, HIGH-QUALITY, AND SUPPORTED PRINCIPAL IN EVERY SCHOOL

EXPANSION OF THE NORTH CAROLINA PRINCIPAL FELLOWS AND TRANSFORMING PRINCIPAL PREPARATION PROGRAM

SECTION 2.1. There is appropriated from the General Fund to the North Carolina Principal Fellows and TP3 Trust Fund the sum of seven million dollars (\$7,000,000) in recurring funds for the 2021-2022 fiscal year to be used to provide forgivable loans to an additional 100 new principal candidates each year through principal preparation programs provided grants under the North Carolina Principal Fellows and Transforming Principal Preparation Program (Program) established pursuant to Article 5C of Chapter 116 of the General Statutes. Any unexpended funds

1 in the Trust Fund each fiscal year shall not revert to the General Fund but shall remain available
 2 for the purposes of the Program consistent with G.S. 116-74.41B.

3
 4 **PLAN FOR A STATEWIDE SCHOOL LEADERSHIP ACADEMY**

5 **SECTION 2.2.(a)** The State Board of Education shall develop a plan for the creation
 6 of a School Leadership Academy to provide initial and ongoing support to the State's local school
 7 administrative units and school leaders. The plan for the School Leadership Academy shall
 8 include at least the following components:

- 9 (1) Equity training for all local school administrative units and school leaders.
- 10 (2) Training and ongoing support for local board of education members focused
 11 on the needs of successful schools and turnaround schools.
- 12 (3) Mentorship and individualized coaching for novice principals and for
 13 experienced principals in high-need schools focused on dismantling
 14 impediments to student success in their schools.
- 15 (4) Peer support networks, such as facilitated partnership networks and rapid
 16 response hotlines that provide immediate assistance.
- 17 (5) Aligned, ongoing, research-driven professional learning.

18 **SECTION 2.2.(b)** By February 15, 2022, the State Board shall report to the Joint
 19 Legislative Education Oversight Committee, the Fiscal Research Division, and the Office of
 20 State Budget and Management on its proposal for the School Leadership Academy, including the
 21 plan for implementation and an estimation of costs.

22
 23 **PRINCIPAL SALARY SCHEDULE**

24 **SECTION 2.3.(a)** The following annual principal salary schedule is composed of a
 25 base schedule and a complementary schedule. The salary schedule shall apply for the 2021-2022
 26 fiscal year beginning July 1, 2021. A principal shall be placed on the step of the base schedule
 27 that reflects the total number of years of experience as a licensed principal of the public schools
 28 and shall not include years of experience as a licensed teacher or assistant principal. A principal
 29 shall be placed on the step of the complementary schedule that reflects the average daily
 30 membership (ADM) of the school supervised by the principal from the prior school year,
 31 regardless of whether the principal supervised the school in that year. If the school did not have
 32 an average daily membership in the prior school year, the projected average daily membership
 33 for the school for the current school year shall be used.

34 **2021-2022 Principal Annual Salary Schedule**

35 Base Schedule

36 Years of Experience	36 Annual Salary
37 0	\$75,330
38 1	\$77,590
39 2	\$79,918
40 3	\$81,916
41 4	\$83,964
42 5	\$85,643
43 6	\$87,356
44 7	\$88,230
45 8	\$89,112
46 9	\$90,003
47 10	\$90,903
48 11	\$91,812
49 12	\$92,730
50 13	\$93,657
51 14	\$94,594

1	15	\$95,540
2	16	\$96,495
3	17	\$97,460
4	18	\$98,435
5	19	\$99,419
6	20+	\$100,413

Complementary Schedule

Avg. Daily Membership	Annual Salary Supplement
0-400	\$0
401-700	\$2,500
701-1,000	\$4,000
1,001-1,600	\$5,500
1,601+	\$7,000.

SECTION 2.3.(b) Principals with certification based on academic preparation at the six-year degree level shall be paid an additional salary supplement of one hundred twenty-six dollars (\$126.00) per month, and those at the doctoral degree level shall be paid an additional salary supplement of two hundred fifty-three dollars (\$253.00) per month.

SECTION 2.3.(c) Beginning with the 2017-2018 fiscal year, in lieu of providing annual longevity payments to principals paid on the principal salary schedule, the amounts of those longevity payments are included in the annual amounts under the principal salary schedule.

SECTION 2.3.(d) A principal compensated in accordance with this section for the 2021-2022 fiscal year shall receive an amount equal to the greater of the following:

- (1) The applicable amount on the salary schedule for the applicable school year.
- (2) For principals who were eligible for longevity in the 2016-2017 fiscal year, the sum of the following:
 - a. The salary that the principal received in the 2016-2017 fiscal year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.
 - b. The longevity that the principal would have received as provided for State employees under the North Carolina Human Resources Act for the 2016-2017 fiscal year based on the principal's current years of service.
- (3) For principals who were not eligible for longevity in the 2016-2017 fiscal year, the salary that the principal received in the 2016-2017 fiscal year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.
- (4) The salary that the principal received in the 2020-2021 fiscal year pursuant to Section 4 of S.L. 2020-45, as amended by Section 3.1A of S.L. 2020-97.

SECTION 2.3.(e) There is appropriated from the General Fund to the Department of Public Instruction for the 2021-2022 fiscal year the sum of twelve million dollars (\$12,000,000) in recurring funds to increase salaries for principals in accordance with this section.

SECTION 2.3.(f) It is the intent of the General Assembly to adjust compensation for principals in the 2022-2023 fiscal year and subsequent fiscal years in accordance with the educator wage comparability study established by this act.

ASSISTANT PRINCIPAL SALARIES

SECTION 2.4.(a) For the 2021-2022 fiscal year, beginning July 1, 2021, assistant principals shall receive a monthly salary based on the salary schedule for teachers who are classified as "A" teachers plus nineteen percent (19%). An assistant principal shall be placed on the step on the salary schedule that reflects the total number of years of experience as a certified employee of the public schools. For purposes of this section, an administrator with a one-year provisional assistant principal's certificate shall be considered equivalent to an assistant principal.

1 **SECTION 2.4.(b)** Assistant principals with certification based on academic
2 preparation at the six-year degree level shall be paid a salary supplement of one hundred
3 twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a salary
4 supplement of two hundred fifty-three dollars (\$253.00) per month.

5 **SECTION 2.4.(c)** Participants in an approved full-time master's in school
6 administration program shall receive up to a 10-month stipend during the internship period of the
7 master's program. The stipend shall be at the beginning salary of an assistant principal or, for a
8 teacher who becomes an intern, at least as much as that person would earn as a teacher on the
9 teacher salary schedule. The North Carolina Principal Fellows and Transforming Principal
10 Preparation Program or the school of education where the intern participates in a full-time
11 master's in school administration program shall supply the Department of Public Instruction with
12 certification of eligible full-time interns.

13 **SECTION 2.4.(d)** Beginning with the 2017-2018 fiscal year, in lieu of providing
14 annual longevity payments to assistant principals on the assistant principal salary schedule, the
15 amounts of those longevity payments are included in the monthly amounts provided to assistant
16 principals pursuant to subsection (a) of this section.

17 **SECTION 2.4.(e)** An assistant principal compensated in accordance with this section
18 for the 2021-2022 fiscal year shall receive an amount equal to the greater of the following:

- 19 (1) The applicable amount on the salary schedule for the applicable year.
- 20 (2) For assistant principals who were eligible for longevity in the 2016-2017 fiscal
21 year, the sum of the following:
 - 22 a. The salary the assistant principal received in the 2016-2017 fiscal year
23 pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.
 - 24 b. The longevity that the assistant principal would have received as
25 provided for State employees under the North Carolina Human
26 Resources Act for the 2016-2017 fiscal year based on the assistant
27 principal's current years of service.
- 28 (3) For assistant principals who were not eligible for longevity in the 2016-2017
29 fiscal year, the salary the assistant principal received in the 2016-2017 fiscal
30 year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.

31 **SECTION 2.4.(f)** There is appropriated from the General Fund to the Department of
32 Public Instruction for the 2021-2022 fiscal year the sum of eighteen million six hundred thousand
33 dollars (\$18,600,000) in recurring funds to increase salaries for assistant principals in accordance
34 with this section.

35 **SECTION 2.4.(g)** It is the intent of the General Assembly to adjust compensation
36 for assistant principals in the 2022-2023 fiscal year and subsequent fiscal years in accordance
37 with the educator wage comparability study established by this act.

38 **PLAN FOR SCHOOL-BASED ADMINISTRATOR GRANT PROGRAM**

39 **SECTION 2.5.(a)** No later than March 15, 2022, the State Board of Education shall
40 develop and report to the Joint Legislative Education Oversight Committee and the Fiscal
41 Research Division a plan to implement and evaluate the effectiveness of incentive programs to
42 encourage well-qualified principals and assistant principals to work in high-need schools. These
43 programs may include salary supplements for principals who take positions in chronically
44 low-performing schools, protection for principals against salary reduction for working in
45 high-need or low-performing schools, and rewards for principals and assistant principals for
46 making progress on school performance.

47 **SECTION 2.5.(b)** It is the intent of the General Assembly to implement advisable
48 components of the plan developed pursuant to subsection (a) of this section in the 2022-2023
49 fiscal year and subsequent fiscal years.

1 **RECOMMENDATIONS FOR ADDITIONAL AUTONOMY AND RESOURCES FOR**
2 **PRINCIPALS AND SUPERINTENDENTS IN LOCAL SCHOOL ADMINISTRATIVE**
3 **UNITS**

4 **SECTION 2.6.(a)** No later than November 15, 2021, the Department of Public
5 Instruction shall survey local school administrative units on recommendations to increase
6 autonomy and resources for principals and superintendents. No later than February 15, 2022, the
7 Department shall compile responses from this survey and report them to the Joint Legislative
8 Education Oversight Committee and the Fiscal Research Division.

9 **SECTION 2.6.(b)** It is the intent of the General Assembly to implement advisable
10 recommendations submitted to the Department pursuant to subsection (a) of this section in the
11 2022-2023 fiscal year and subsequent fiscal years.

12
13 **PART III. FINANCE SYSTEM THAT PROVIDES ADEQUATE, EQUITABLE, AND**
14 **EFFICIENT RESOURCES**

15
16 **BUDGET FLEXIBILITY FOR LOCAL BOARDS OF EDUCATION**

17 **SECTION 3.1.(a)** G.S. 115C-105.25(b) reads as rewritten:

18 "(b) Subject to the following limitations, local boards of education may transfer and may
19 approve transfers of funds between funding allotment categories:

20 (1) Repealed by Session Laws 2013-360, s. 8.14, effective July 1, 2013.

21 (1a) Funds for career and technical education and other purposes may be
22 transferred only as permitted by federal law and the conditions of federal
23 grants or as provided through any rules that the State Board of Education
24 adopts to ensure compliance with federal regulations.

25 ~~(1b) No funds shall be transferred out of the children with disabilities allotment~~
26 ~~category.~~

27 (2), (2a) Repealed by Session Laws 2013-360, s. 8.14, effective July 1, 2013.

28 (3) No funds shall be transferred into the central office administration allotment
29 category.

30 (3a) No funds shall be transferred out of the teacher assistants allotment category.

31 ~~(3b) No funds shall be transferred out of the academically or intellectually gifted~~
32 ~~children allotment category.~~

33 (4), (5) Repealed by Session Laws 2013-360, s. 8.14, effective July 1, 2013.

34 (5a) ~~No positions shall be transferred out of the allocation for classroom teachers~~
35 ~~for kindergarten through twelfth grade, except as provided in this subdivision.~~
36 Positions allocated for classroom teachers may be converted to dollar
37 equivalents to contract for visiting international exchange teachers through a
38 visiting international exchange teacher program approved by the State. These
39 positions shall be converted at the statewide average salary for classroom
40 teachers, including benefits. The converted funds shall be used only to provide
41 visiting international exchange teachers with salaries commensurate with their
42 experience levels, to provide any State-approved bonuses, and to cover the
43 costs associated with supporting visiting international exchange teachers
44 within the local school administrative unit, including programming and
45 related activities, background checks, medical coverage, and other program
46 administration services in accordance with the federal regulations for the
47 Exchange Visitor Program, 22 C.F.R. Part 62.

48 (5b) ~~Positions allocated~~ Except as provided in subdivision (5a) of this subsection,
49 positions allocated for classroom teachers and for instructional support
50 personnel may be converted to dollar equivalents for any purpose authorized
51 by the policies of the State Board of Education. These positions shall be

converted at the salary on the first step of the "A" Teachers Salary Schedule. Certified position allotments shall not be transferred to dollars to hire the same type of position.

(5c) Funds allocated for school building administration may be converted for any purpose authorized by the policies of the State Board of Education. For funds related to principal positions, the salary transferred shall be based on the first step of the Base column of the Principal Salary Schedule. For funds related to assistant principal months of employment, the salary transferred shall be based on the first step of the "A" Teachers Salary Schedule at the salary level for assistant principals. Certified position allotments shall not be transferred to dollars to hire the same type of position.

~~(5d) No positions shall be transferred out of the allocation for program enhancement teachers for kindergarten through fifth grade except as provided in this subdivision. Positions allocated for program enhancement teachers for kindergarten through fifth grade may be converted into positions allocated for classroom teachers for kindergarten through twelfth grade. For the purposes of this subdivision, the term "program enhancement" is as defined in G.S. 115C-301(e2).~~

(6) through (9) Repealed by Session Laws 2013-360, s. 8.14, effective July 1, 2013.

(10) Funds to carry out the elements of the Excellent Public Schools Act that are contained in Section 7A.1 of S.L. 2012-142 shall not be transferred.

~~(10a) No funds shall be transferred out of the limited English proficiency allotment category.~~

(11) No funds shall be transferred into or out of the driver education allotment category.

~~(12) Funds allotted for textbooks and digital resources may only be used for the purchase of textbooks and digital resources. These funds shall not be transferred out of the allotment for any other purpose."~~

SECTION 3.1.(b) This section applies beginning with the 2021-2022 school year.

FUNDING FOR CHILDREN WITH DISABILITIES

SECTION 3.2.(a) The State Board of Education shall allocate additional funds for children with disabilities on the basis of up to a total of four thousand five hundred forty-nine dollars and eighty-eight cents (\$4,549.88) per child for fiscal year 2021-2022 and up to a total of four thousand seven hundred four dollars and twenty-eight cents (\$4,704.28) per child for fiscal year 2022-2023. Each local school administrative unit shall receive funds for the total number of children who are identified as children with disabilities in the local school administrative unit. The dollar amounts allocated under this section for children with disabilities shall also be adjusted in accordance with legislative salary increments, retirement rate adjustments, and health benefit adjustments for personnel who serve children with disabilities.

SECTION 3.2.(b) There is appropriated from the General Fund to the Department of Public Instruction the sum of forty million dollars (\$40,000,000) in recurring funds for the 2021-2022 fiscal year and the sum of seventy million dollars (\$70,000,000) in recurring funds for the 2022-2023 fiscal year to implement this section.

DISADVANTAGED STUDENT SUPPLEMENTAL FUNDING (DSSF)/AT-RISK STUDENT SERVICES/ALTERNATIVE SCHOOLS

SECTION 3.3.(a) Funds appropriated in this section for disadvantaged student supplemental funding (DSSF) shall be used, consistent with the policies and procedures adopted by the State Board of Education, to do the following:

- 1 (1) Provide instructional positions or instructional support positions.
- 2 (2) Provide professional development.
- 3 (3) Provide intensive in-school or after-school remediation, or both.
- 4 (4) Purchase diagnostic software and progress-monitoring tools.
- 5 (5) Provide funds for teacher bonuses and supplements.

6 The State Board of Education may require local school administrative units receiving
7 funding under the Disadvantaged Student Supplemental Fund to purchase the Education
8 Value-Added Assessment System (EVAAS) in order to provide in-depth analysis of student
9 performance and help identify strategies for improving student achievement. This data shall be
10 used exclusively for instructional and curriculum decisions made in the best interest of children
11 and for professional development for their teachers and administrators.

12 **SECTION 3.3.(b)** Disadvantaged student supplemental funding shall be allotted to
13 a local school administrative unit based on (i) the unit's eligible DSSF population and (ii) the
14 difference between a teacher-to-student ratio of 1:21 and the following teacher-to-student ratios:

- 15 (1) For counties with wealth greater than ninety percent (90%) of the statewide
16 average, a ratio of 1:19.9.
- 17 (2) For counties with wealth not less than eighty percent (80%) and not greater
18 than ninety percent (90%) of the statewide average, a ratio of 1:19.4.
- 19 (3) For counties with wealth less than eighty percent (80%) of the statewide
20 average, a ratio of 1:19.1.
- 21 (4) For local school administrative units that received DSSF funds in fiscal year
22 2005-2006, a ratio of 1:16. These local school administrative units shall
23 receive no less than the DSSF amount allotted in fiscal year 2006-2007.

24 For the purpose of this subsection, wealth shall be calculated under the low-wealth
25 supplemental formula as provided for in this section.

26 **SECTION 3.3.(c)** If a local school administrative unit's wealth increases to a level
27 that adversely affects the unit's DSSF allotment ratio, the DSSF allotment for that unit shall be
28 maintained at the prior year level for one additional fiscal year.

29 **SECTION 3.3.(d)** For the 2022-2023 fiscal year, the State Board of Education shall
30 transfer the At-Risk Student Services/Alternative Schools allotment into the DSSF allotment and
31 allocate these additional funds to local school administrative units under a formula that
32 reallocates At-Risk Student Services funding as an independent supplement to existing DSSF
33 funds and does both of the following:

- 34 (1) Expands the allowable uses of the DSSF allotment to incorporate activities
35 allowed under the current At-Risk Student Services allotment.
- 36 (2) Provides that no local administrative unit receives a decrease in combined
37 funding.

38 **SECTION 3.3.(e)** There is appropriated from the General Fund to the Department
39 of Public Instruction the sum of thirty-five million dollars (\$35,000,000) in recurring funds for
40 the 2021-2022 fiscal year and the sum of seventy million dollars (\$70,000,000) in recurring funds
41 for the 2022-2023 fiscal year to implement this section.

42 43 **SUPPLEMENTAL FUNDING IN LOW-WEALTH COUNTIES**

44 **SECTION 3.4.(a)** Use of Funds for Supplemental Funding. – All funds received
45 pursuant to this section shall be used only (i) to provide instructional positions, instructional
46 support positions, teacher assistant positions, clerical positions, school computer technicians,
47 instructional supplies and equipment, staff development, and textbooks and digital resources and
48 (ii) for salary supplements for instructional personnel and instructional support personnel. Local
49 boards of education are encouraged to use at least twenty-five percent (25%) of the funds
50 received pursuant to this section to improve the academic performance of children who are

1 performing at Level I or II on either reading or mathematics end-of-grade tests in grades three
2 through eight.

3 **SECTION 3.4.(b)** Definitions. – As used in this section, the following definitions
4 apply:

- 5 (1) Anticipated county property tax revenue availability. – The county-adjusted
6 property tax base multiplied by the effective State average tax rate.
- 7 (2) Anticipated State average revenue availability per student. – The sum of all
8 anticipated total county revenue availability divided by the average daily
9 membership for the State.
- 10 (3) Anticipated total county revenue availability. – The sum of the following:
11 a. Anticipated county property tax revenue availability.
12 b. Local sales and use taxes received by the county that are levied under
13 Chapter 1096 of the 1967 Session Laws or under Subchapter VIII of
14 Chapter 105 of the General Statutes.
15 c. Fines and forfeitures deposited in the county school fund for the most
16 recent year for which data are available.
- 17 (4) Anticipated total county revenue availability per student. – The anticipated
18 total county revenue availability for the county divided by the average daily
19 membership of the county.
- 20 (5) Average daily membership. – Average daily membership as defined in the
21 North Carolina Public Schools Allotment Policy Manual adopted by the State
22 Board of Education. If a county contains only part of a local school
23 administrative unit, the average daily membership of that county includes all
24 students who reside within the county and attend that local school
25 administrative unit.
- 26 (6) County-adjusted property tax base. – Computed as follows:
27 a. Subtract the present-use value of agricultural land, horticultural land,
28 and forestland in the county, as defined in G.S. 105-277.2, from the
29 total assessed real property valuation of the county.
30 b. Adjust the resulting amount by multiplying by a weighted average of
31 the three most recent annual sales assessment ratio studies.
32 c. Add to the resulting amount the following:
33 1. Present-use value of agricultural land, horticultural land, and
34 forestland, as defined in G.S. 105-277.2.
35 2. Value of property of public service companies, determined in
36 accordance with Article 23 of Chapter 105 of the General
37 Statutes.
38 3. Personal property value for the county.
- 39 (7) County-adjusted property tax base per square mile. – The county-adjusted
40 property tax base divided by the number of square miles of land area in the
41 county.
- 42 (8) County wealth as a percentage of State average wealth. – Computed as
43 follows:
44 a. Compute the percentage that the county per capita income is of the
45 State per capita income and weight the resulting percentage by a factor
46 of five-tenths.
47 b. Compute the percentage that the anticipated total county revenue
48 availability per student is of the anticipated State average revenue
49 availability per student and weight the resulting percentage by a factor
50 of four-tenths.

- 1 c. Compute the percentage that the county-adjusted property tax base per
2 square mile is of the State-adjusted property tax base per square mile
3 and weight the resulting percentage by a factor of one-tenth.
- 4 d. Add the three weighted percentages to derive the county wealth as a
5 percentage of the State average wealth.
- 6 (9) Effective county tax rate. – The actual county tax rate multiplied by a weighted
7 average of the three most recent annual sales assessment ratio studies.
- 8 (10) Effective State average tax rate. – The average of effective county tax rates
9 for all counties.
- 10 (11) Local current expense funds. – The most recent county current expense
11 appropriations to public schools, as reported by local boards of education in
12 the audit report filed with the Secretary of the Local Government Commission
13 pursuant to G.S. 115C-447.
- 14 (12) Per capita income. – The average for the most recent three years for which
15 data are available of the per capita income according to the most recent report
16 of the United States Department of Commerce, Bureau of Economic Analysis,
17 including any reported modifications for prior years as outlined in the most
18 recent report.
- 19 (13) Sales assessment ratio studies. – Sales assessment ratio studies performed by
20 the Department of Revenue under G.S. 105-289(h).
- 21 (14) State average adjusted property tax base per square mile. – The sum of the
22 county-adjusted property tax bases for all counties divided by the number of
23 square miles of land area in the State.
- 24 (15) State average current expense appropriations per student. – The most recent
25 State total of county current expense appropriations to public schools, as
26 reported by local boards of education in the audit report filed with the
27 Secretary of the Local Government Commission pursuant to G.S. 115C-447.
- 28 (16) Supplant. – To decrease local per student current expense appropriations from
29 one fiscal year to the next fiscal year.
- 30 (17) Weighted average of the three most recent annual sales assessment ratio
31 studies. – The weighted average of the three most recent annual sales
32 assessment ratio studies in the most recent years for which county current
33 expense appropriations and adjusted property tax valuations are available. If
34 real property in a county has been revalued one year prior to the most recent
35 sales assessment ratio study, a weighted average of the two most recent sales
36 assessment ratios shall be used. If property has been revalued the year of the
37 most recent sales assessment ratio study, the sales assessment ratio for the year
38 of revaluation shall be used.

39 **SECTION 3.4.(c)** Eligibility for Funds. – Except as provided in subsection (g) of
40 this section, the State Board of Education shall allocate these funds to local school administrative
41 units located in whole or in part in counties in which the county wealth as a percentage of the
42 State average wealth is less than one hundred percent (100%).

43 **SECTION 3.4.(d)** Allocation of Funds. – Except as provided in subsection (f) of this
44 section, the amount received per average daily membership for a county shall be the difference
45 between one hundred ten percent (110%) of the State average current expense appropriations per
46 student and the current expense appropriations per student that the county could provide given
47 the county's wealth and an average effort to fund public schools. To derive the current expense
48 appropriations per student that the county could be able to provide given the county's wealth and
49 an average effort to fund public schools, multiply the county's wealth as a percentage of State
50 average wealth by the State average current expense appropriations per student. The funds for
51 the local school administrative units located in whole or in part in the county shall be allocated

1 to each local school administrative unit located in whole or in part in the county based on the
2 average daily membership of the county's students in the school units. If the funds appropriated
3 for supplemental funding are not adequate to fund the formula fully, each local school
4 administrative unit shall receive a pro rata share of the funds appropriated for supplemental
5 funding.

6 **SECTION 3.4.(e)** Formula for Distribution of Supplemental Funding Pursuant to
7 This Section Only. – The formula in this section is solely a basis for distribution of supplemental
8 funding for low-wealth counties. It is the intent of the General Assembly to incrementally
9 increase appropriations for low-wealth allotment to provide eligible counties supplemental
10 funding equal to one hundred ten percent (110%) of the statewide local revenue per student by
11 fiscal year 2027-2028. The State Board of Education shall adjust the formula to ensure each local
12 school administrative unit receives a pro rata share of the additional funds appropriated for the
13 low-wealth allotment in this section for supplemental funding.

14 **SECTION 3.4.(f)** Minimum Effort Required. – A county shall receive full funding
15 under this section if the county (i) maintains an effective county tax rate that is at least one
16 hundred percent (100%) of the effective State average tax rate in the most recent year for which
17 data are available or (ii) maintains a county appropriation per student to the school local current
18 expense fund of at least one hundred percent (100%) of the current expense appropriations per
19 student to the school local current expense fund that the county could provide given the county's
20 wealth and an average effort to fund public schools. A county that maintains a county
21 appropriation per student to the school local current expense fund of less than one hundred
22 percent (100%) of the current expense appropriations per student to the school local current
23 expense fund that the county could provide given the county's wealth and an average effort to
24 fund public schools shall receive funding under this section at the same percentage that the
25 county's appropriation per student to the school local current expense fund is of the current
26 expense appropriations per student to the school local current expense fund that the county could
27 provide given the county's wealth and an average effort to fund public schools.

28 **SECTION 3.4.(g)** Nonsupplant Requirement. – A county in which a local school
29 administrative unit receives funds under this section shall use the funds to supplement local
30 current expense funds and shall not supplant local current expense funds. For the 2021-2023
31 fiscal biennium, the State Board of Education shall not allocate funds under this section to a
32 county found to have used these funds to supplant local per student current expense funds. The
33 State Board of Education shall make a finding that a county has used these funds to supplant
34 local current expense funds in the prior year, or the year for which the most recent data are
35 available, if all of the following criteria apply:

- 36 (1) The current expense appropriations per student of the county for the current
37 year are less than ninety-five percent (95%) of the average of local current
38 expense appropriations per student for the three prior fiscal years.
- 39 (2) The county cannot show (i) that it has remedied the deficiency in funding or
40 (ii) that extraordinary circumstances caused the county to supplant local
41 current expense funds with funds allocated under this section.

42 The State Board of Education shall adopt rules to implement the requirements of this
43 subsection.

44 **SECTION 3.4.(h)** Counties Containing a Base of the Armed Forces. –
45 Notwithstanding any other provision of this section, for the 2021-2023 fiscal biennium, counties
46 containing a base of the Armed Forces of the United States that have an average daily
47 membership of more than 17,000 students shall receive whichever is the higher amount in each
48 fiscal year as follows: either the amount of supplemental funding the county received as a
49 low-wealth county in the 2012-2013 fiscal year or the amount of supplemental funding the county
50 is eligible to receive as a low-wealth county pursuant to the formula for distribution of
51 supplemental funding under the other provisions of this section.

1 **SECTION 3.4.(i)** Funds for EVAAS Data. – Notwithstanding the requirements of
 2 subsection (a) of this section, local school administrative units may utilize funds allocated under
 3 this section to purchase services that allow for extraction of data from the Education
 4 Value-Added Assessment System (EVAAS).

5 **SECTION 3.4.(j)** Reports. – For the 2021-2023 fiscal biennium, the State Board of
 6 Education shall report to the Fiscal Research Division prior to May 15 of each year if it
 7 determines that counties have supplanted funds.

8 **SECTION 3.4.(k)** Department of Revenue Reports. – The Department of Revenue
 9 shall provide to the Department of Public Instruction a preliminary report for the current fiscal
 10 year of the assessed value of the property tax base for each county prior to March 1 of each year
 11 and a final report prior to May 1 of each year. The reports shall include for each county the annual
 12 sales assessment ratio and the taxable values of (i) total real property, (ii) the portion of total real
 13 property represented by the present-use value of agricultural land, horticultural land, and
 14 forestland, as defined in G.S. 105-277.2, (iii) property of public service companies determined
 15 in accordance with Article 23 of Chapter 105 of the General Statutes, and (iv) personal property.

16 **SECTION 3.4.(l)** There is appropriated from the General Fund to the Department of
 17 Public Instruction the sum of twenty million dollars (\$20,000,000) in recurring funds for the
 18 2021-2022 fiscal year and the sum of forty million dollars (\$40,000,000) in recurring funds for
 19 the 2022-2023 fiscal year to implement this section.
 20

21 **FUNDING FOR LIMITED ENGLISH PROFICIENCY STUDENTS**

22 **SECTION 3.5.(a)** The State Board of Education shall allocate funds for services to
 23 students with limited proficiency in the English language to local school administrative units and
 24 to charter schools based on the three-year weighted headcount of students in the units or charter
 25 school with limited English proficiency. The State Board of Education shall adopt formulas for
 26 computing the allotments that do not include a cap on funds allocated.

27 **SECTION 3.5.(b)** There is appropriated from the General Fund to the Department
 28 of Public Instruction the sum of ten million dollars (\$10,000,000) in recurring funds for the
 29 2021-2022 fiscal year and the sum of twenty million dollars (\$20,000,000) in recurring funds for
 30 the 2022-2023 fiscal year to implement this section.
 31

32 **TEACHER ASSISTANT ALLOTMENT**

33 **SECTION 3.6.(a)** Section 8.47(b) of S.L. 2015-41 is repealed.

34 **SECTION 3.6.(b)** Article 21 of Chapter 115C of the General Statutes is amended by
 35 adding a new section to read:

36 **"§ 115C-316.5. Appropriation for teacher assistants.**

37 **(a)** To the extent funds are made available, the State Board of Education shall establish a
 38 funding allotment for teacher assistant positions. The State Board is authorized to adopt rules for
 39 the allocation of teacher assistant positions pursuant to this allotment. Funds allocated pursuant
 40 to this section shall be distributed based on the following:

41 **(1)** An estimated statewide average salary and benefits per teacher assistant
 42 position.

43 **(2)** The requirements of subsection (d) of this section.

44 **(b)** Beginning with the 2021-2022 fiscal year, there is appropriated from the General
 45 Fund to the Department of Public Instruction for the following fiscal years the following amounts
 46 to the teacher assistant allotment:

<u>Fiscal Year</u>	<u>Appropriation</u>
<u>2021-2022</u>	<u>\$20,000,000</u>
<u>2022-2023</u>	<u>\$30,000,000</u>
<u>2023-2024</u>	<u>\$67,500,000</u>
<u>2024-2025</u>	<u>\$105,100,000</u>

1	<u>2025-2026</u>	<u>\$142,600,000</u>
2	<u>2026-2027</u>	<u>\$180,100,000</u>
3	<u>2027-2028 and each subsequent fiscal year thereafter</u>	<u>\$217,700,000.</u>

4 (c) When developing the base budget, as defined by G.S. 143C-1-1, for each fiscal year
 5 specified in subsection (b) of this section, the Director of the Budget shall include the
 6 appropriated amount for that fiscal year.

7 (d) Funds appropriated pursuant to subsection (b) of this section shall be allocated to local
 8 school administrative units to increase positions for teacher assistants in the following fiscal years
 9 to the following statewide ratios of teacher assistants to students in kindergarten through grade
 10 three:

11	<u>Fiscal Year</u>	<u>Teacher Assistants</u>
12	<u>2021-2022</u>	<u>1:43</u>
13	<u>2022-2023</u>	<u>1:42.6</u>
14	<u>2023-2024</u>	<u>1:40</u>
15	<u>2024-2025</u>	<u>1:36</u>
16	<u>2025-2026</u>	<u>1:33</u>
17	<u>2026-2027</u>	<u>1:30</u>
18	<u>2027-2028 and each subsequent fiscal year thereafter</u>	<u>1:27."</u>

20 **INCREASE FUNDING FOR INSTRUCTIONAL SUPPORT PERSONNEL**

21 **SECTION 3.7.** Article 21 of Chapter 115C of the General Statutes is amended by
 22 adding a new section to read:

23 **"§ 115C-316.5. Appropriation for certain instructional support personnel.**

24 (a) Beginning with the 2021-2022 fiscal year, there is appropriated from the General
 25 Fund to the Department of Public Instruction for the following fiscal years the following amounts
 26 to the instructional support allotment:

27	<u>Fiscal Year</u>	<u>Appropriation</u>
28	<u>2021-2022</u>	<u>\$40,000,000</u>
29	<u>2022-2023</u>	<u>\$80,000,000</u>
30	<u>2023-2024</u>	<u>\$212,600,000</u>
31	<u>2024-2025</u>	<u>\$345,300,000</u>
32	<u>2025-2026</u>	<u>\$477,900,000</u>
33	<u>2026-2027</u>	<u>\$610,600,000</u>
34	<u>2027-2028 and each subsequent fiscal year thereafter</u>	<u>\$743,200,000.</u>

35 (b) When developing the base budget, as defined by G.S. 143C-1-1, for each fiscal year
 36 specified in subsection (a) of this section, the Director of the Budget shall include the
 37 appropriated amount for that fiscal year.

38 (c) Funds appropriated pursuant to subsection (a) of this section shall be allocated to local
 39 school administrative units to increase positions for certain instructional support personnel in the
 40 following fiscal years as follows:

41 (1) For school counselors, school social workers, and school psychologists, to the
 42 following statewide ratios of personnel to students:

43	<u>Fiscal Year</u>	<u>Counselors</u>	<u>Social Workers</u>	<u>Psychologists</u>
44	<u>2021-2022</u>	<u>1:348</u>	<u>1:1,235</u>	<u>1:1,931</u>
45	<u>2022-2023</u>	<u>1:343</u>	<u>1:1,188</u>	<u>1:1,861</u>
46	<u>2023-2024</u>	<u>1:324</u>	<u>1:1,030</u>	<u>1:1,629</u>
47	<u>2024-2025</u>	<u>1:306</u>	<u>1:873</u>	<u>1:1,397</u>
48	<u>2025-2026</u>	<u>1:287</u>	<u>1:715</u>	<u>1:1,164</u>
49	<u>2026-2027</u>	<u>1:269</u>	<u>1:558</u>	<u>1:932</u>
50	<u>2027-2028 and each</u>			
51	<u>subsequent fiscal year thereafter</u>	<u>1:250</u>	<u>1:400</u>	<u>1:700.</u>

(2) For school nurses and school media coordinators, to the following statewide ratios of personnel to students and, in the 2027-2028 fiscal year and subsequent fiscal years, to the greater of the following statewide ratio of personnel to students or an amount necessary to provide at least one school nurse per school with 100 or more students and one school media coordinator per school with 200 or more students:

<u>Fiscal Year</u>	<u>Nurses</u>	<u>Media Coordinators</u>
<u>2021-2022</u>	<u>1:1,694</u>	<u>1:779</u>
<u>2022-2023</u>	<u>1:1,633</u>	<u>1:770</u>
<u>2023-2024</u>	<u>1:1,432</u>	<u>1:742</u>
<u>2024-2025</u>	<u>1:1,232</u>	<u>1:714</u>
<u>2025-2026</u>	<u>1:1,031</u>	<u>1:686</u>
<u>2026-2027</u>	<u>1:831</u>	<u>1:658</u>
<u>2027-2028 and each subsequent fiscal year thereafter</u>	<u>1:630</u>	<u>1:630."</u>

PART IV. ASSESSMENT AND ACCOUNTABILITY SYSTEM THAT RELIABLY ASSESSES MULTIPLE MEASURES OF STUDENT PERFORMANCE

ADJUST WEIGHTING BETWEEN PROFICIENCY AND GROWTH

SECTION 4.1.(a) G.S. 115C-83.15(d) reads as rewritten:

"(d) Calculation of the Overall School Performance Scores and Grades. – The State Board of Education shall calculate the overall school performance score by adding the school achievement score, as provided in subsection (b) of this section, and the school growth score, as determined using EVAAS as provided in subsection (c) of this section, earned by a school. The school achievement score shall account for ~~eighty-five percent (80%)~~, ~~(51%)~~, and the school growth score shall account for ~~twenty-four percent (20%)~~, ~~(49%)~~ of the total sum. For all schools, the total school performance score shall be converted to a 100-point scale and used to determine an overall school performance grade. The overall school performance grade shall be based on the following scale and shall not be modified to add any other designation related to other performance measures, such as a "plus" or "minus":

...."

SECTION 4.1.(b) The Department of Public Instruction shall amend the State plan under the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act, to reflect the changes to achievement and growth score weighting in this section.

SECTION 4.1.(c) This section applies beginning with school performance scores issued based on data from the 2021-2022 school year.

STUDY ON ADDITIONAL MEASURES IN THE SCHOOL ACCOUNTABILITY SYSTEM

SECTION 4.2. The State Board of Education, in consultation with the Department of Public Instruction, shall study methods of adding to the State school accountability system indicators that provide information on the opportunity of students to access a sound basic education. Additional indicators recommended shall not be inconsistent with the requirements of the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act, and shall not replace indicators included in the State school accountability system under Part 1B of Article 8 of Chapter 115C of the General Statutes. The State Board of Education shall submit a report with its recommended changes regarding the school accountability system to the Joint Legislative Education Oversight Committee on or before June 15, 2022.

1 **PART V. ASSISTANCE AND TURNAROUND FUNCTION THAT PROVIDES**
2 **NECESSARY SUPPORT TO LOW-PERFORMING SCHOOLS AND**
3 **LOW-PERFORMING LOCAL SCHOOL ADMINISTRATIVE UNITS**

4
5 **DISTRICT AND REGIONAL SUPPORT MODEL**

6 **SECTION 5.1.** There is appropriated from the General Fund to the Department of
7 Public Instruction the sum of ten million dollars (\$10,000,000) in recurring funds for the
8 2021-2022 fiscal year and the sum of nineteen million dollars (\$19,000,000) in recurring funds
9 for the 2022-2023 fiscal year to be used to continue to implement the District and Regional
10 Support model developed by the State Board of Education to support the improvement of
11 low-performing and high-poverty schools. Implementation shall (i) provide support in needed
12 content areas and instructional and leadership coaching and (ii) include direct, comprehensive,
13 and progressive turnaround assistance to the State's chronically low-performing schools and
14 low-performing districts.

15
16 **REVIEW AND UPDATE CURRICULUM ADOPTION PROCESSES**

17 **SECTION 5.2.** Before March 15, 2022, the State Board of Education shall review,
18 update, and strengthen the State-level process for reviewing and adopting core curriculum
19 resources. The State Board of Education shall provide statewide and regional support, resources,
20 and professional learning opportunities to assist schools and districts in selecting and successfully
21 employing high-quality, standards-aligned, culturally responsive, evidence-based resources and
22 practices to assist educators in applying innovative practices that promote continuous
23 improvement. No later than June 30, 2022, the Department of Public Instruction shall provide a
24 model implementation plan to each local school administrative unit.

25
26 **SUPPORT FOR HIGH-POVERTY SCHOOLS**

27 **SECTION 5.3.(a)** Article 13 of Chapter 115C of the General Statutes is amended by
28 adding a new section to read:

29 **"§ 115C-209.2. Community schools support program.**

30 **(a) Program Established.** – The Department of Public Instruction shall establish a
31 program (Program) to provide support to high-poverty schools that adopt a community school
32 model or other evidence-based models to address out-of-school barriers to learning.

33 **(b) Definitions.** – The following definitions shall apply in this section:

34 **(1) Community school model.** – The model following the Department of Public
35 Instruction's Whole School, Whole Community, Whole Child model based on
36 the Centers for Disease Control and Prevention's guidance.

37 **(2) Evidence-based model.** – Any model established using evidence-based
38 methods that, in the discretion of the State Board of Education, achieve the
39 goals set in the Whole School, Whole Community, Whole Child model.

40 **(c) Participation.** – The Department of Public Instruction shall disseminate an application
41 form for participation in the Program for the following school year no later than June 1 of each
42 year. No later than July 1, any school that uses a community school model or other
43 evidence-based model to address out-of-school barriers to learning may apply to participate in
44 the Program. No later than August 1 of each school year that funds are made available for this
45 purpose, the Department of Public Instruction shall select geographically and culturally diverse
46 schools from among the applicants for that school year to participate in the Program. Priority
47 shall be given to schools that have high rates of student poverty.

48 **(d) Implementation.** – Each participating local school administrative unit shall hire one
49 full-time school-based coordinator per participating school. The school-based coordinator shall
50 assess local needs and assets and organize the integration of social, academic, and health supports
51 in coordination with school support personnel. The school-based coordinator shall also assess the

1 school's access to technical assistance and professional support to effectively plan and implement
2 the community school model or other evidence-based model. No later than July 15 of each school
3 year that a school participates in the Program, the school-based coordinator shall submit to the
4 Department of Public Instruction a request for funds for goods or services beneficial to meeting
5 the goals of the community school model or other evidence-based model for the following school
6 year. No later than August 15 of each school year, the Department of Public Instruction shall
7 evaluate each funding request and allocate funds as it deems necessary.

8 (e) Report. – No later than October 15 of each school year, the Department of Public
9 Instruction, in consultation with each school-based coordinator, shall provide a report to the Joint
10 Legislative Education Oversight Committee on the following:

11 (1) The amount of funds requested by each school.

12 (2) The purposes of funds requested by each school.

13 (3) The amount of funds allocated to each school.

14 (4) The use of funds allocated to each school.

15 (5) Any effects of the model on school outcomes, including attendance rates,
16 academic outcomes, or any other measure the school-based coordinator or the
17 Department deems relevant.

18 (6) Any other information the Department deems relevant."

19 **SECTION 5.3.(b)** Appropriation. – There is appropriated from the General Fund to
20 the Department of Public Instruction the sum of one million five hundred thousand dollars
21 (\$1,500,000) in recurring funds for the 2021-2022 fiscal year and the sum of six million dollars
22 (\$6,000,000) in recurring funds for the 2022-2023 fiscal year for the implementation of this
23 Program.

24 **SECTION 5.3.(c)** This section applies beginning with the 2021-2022 school year.

25 **SCHOOL LUNCHESES**

26 **SECTION 5.4.(a)** There is appropriated from the General Fund to the Department
27 of Public Instruction the sum of three million nine hundred thousand dollars (\$3,900,000) in
28 recurring funds for the 2022-2023 fiscal year to be used to fund the reduced-price lunch copays
29 for all students who qualify for reduced-price lunches under the National School Lunch Program.
30 Funds shall be used to ensure that qualifying students receive free lunches.

31 **SECTION 5.4.(b)** Part 2 of Article 17 of Chapter 115C of the General Statutes is
32 amended by adding a new section to read:

33 "**§ 115C-264.5. School meal debt report.**

34 No later than October 15, 2023, and annually thereafter, the State Board of Education shall
35 report to the Joint Legislative Education Oversight Committee on unpaid meal charges in local
36 school administrative units. At a minimum, the report shall include the following information:
37

38 (1) The percentage of students of all grade levels in each local school
39 administrative unit who (i) qualify for and participate in reduced-price meals
40 and (ii) do not carry an unpaid meal charge.

41 (2) The total amount of funds received by each local school administrative unit
42 related to unpaid meal charges.

43 (3) Summaries of approaches adopted by each local school administrative unit
44 regarding unpaid meal charges.

45 (4) Options for a statewide policy on the uniform administration of unpaid meal
46 charges in local school administrative units. Every option shall ensure that
47 students are not prevented from receiving nutritious meals because of an
48 unpaid meal charge."

1 **PART VI. SYSTEM OF EARLY EDUCATION THAT PROVIDES ACCESS TO**
2 **HIGH-QUALITY PREKINDERGARTEN AND OTHER EARLY CHILDHOOD**
3 **LEARNING OPPORTUNITIES**

4
5 **EXPAND NC PREKINDERGARTEN (NC PRE-K) PROGRAM**

6 **SECTION 6.1.(a)** Appropriation. – There is appropriated from the General Fund to
7 the Department of Health and Human Services, Division of Child Development and Early
8 Education, the sum of twenty-six million five hundred thousand dollars (\$26,500,000) in
9 recurring funds for the 2021-2022 fiscal year and the sum of forty-five million four hundred
10 thousand dollars (\$45,400,000) in recurring funds for the 2022-2023 fiscal year for the purpose
11 of expanding the NC Prekindergarten (NC Pre-K) program for eligible children who are 4 years
12 of age by allocating funds for each of the following:

- 13 (1) Begin incrementally increasing State funding for each NC Pre-K slot with the
14 goal of paying one hundred percent (100%) of the actual cost by the end of
15 the 2027-2028 fiscal year.
- 16 (2) Gradually increasing the number of eligible children able to be served in the
17 NC Pre-K program with the goal of reaching at least seventy-five percent
18 (75%) of eligible children in each county by the end of the 2027-2028 fiscal
19 year.
- 20 (3) Raising the rate for the county administrator to provide oversight, monitoring,
21 enrollment, and support to ten percent (10%) by the end of the 2022-2023
22 fiscal year.
- 23 (4) Phasing-in extension of the NC Pre-K program year from 10 to 12 months in
24 accordance with subsection (b) of this section.

25 **SECTION 6.1.(b)** Extend NC Pre-K Program Year to 12 Months. – Section 11B.1
26 of S.L. 2017-57 is amended by adding a new subsection to read:

27 **"SECTION 11B.1.(a1)** Extend NC Pre-K Program Year. – It is the intent of the General
28 Assembly to gradually extend the NC Pre-K program to cover 12 months of the program year
29 with full implementation statewide by the end of the 2027-2028 fiscal year. To that end, the
30 Division of Child Development and Early Education (Division) shall develop and implement a
31 plan that (i) includes establishing a pilot program to extend the NC Pre-K program year from 10
32 to 12 months and (ii) is based on county capacity to implement the extension. The Division shall
33 select up to three counties to participate in the pilot program that includes, at a minimum,
34 representation from a private classroom setting, a public classroom setting that operates on a
35 year-round basis, and an underserved area. The Division shall submit a report to the Joint
36 Legislative Oversight Committee on Health and Human Services by December 31, 2023. The
37 report shall include each of the following:

- 38 (1) The number of students participating in the pilot program.
- 39 (2) The number of students participating who are in an NC Pre-K classroom in a
40 child care center versus those in an NC Pre-K classroom in a public school.
- 41 (3) The number of schools and child care centers participating in the program,
42 including identifying those that are private and those that are public.
- 43 (4) The number of NC Pre-K classrooms participating in the program.
- 44 (5) The additional costs needed to implement the program.
- 45 (6) The challenges and successes of implementing the program in both NC Pre-K
46 classrooms in child care centers and NC Pre-K classrooms in public schools."

47
48 **INCREASE HIGH-QUALITY EARLY LEARNING OPPORTUNITIES FOR**
49 **CHILDREN FROM BIRTH/INCREASE FUNDS FOR CHILD CARE SUBSIDY**

50 **SECTION 6.2.** There is appropriated from the General Fund to the Department of
51 Health and Human Services, Division of Child Development and Early Education (Division), the

1 sum of ten million dollars (\$10,000,000) in recurring funds for each year of the 2021-2023 fiscal
2 biennium to increase funds for the child care subsidy program and provide for program
3 improvements, including, but not limited to, increasing compensation for the child care
4 workforce and ensuring that eligible families receive assistance through the elimination of
5 waitlists. The Division shall consider the child care subsidy market rates recommended in the
6 2018 Child Care Market Rate Study when determining uses for the funds appropriated under this
7 section.

8
9 **EXPAND AND IMPROVE ACCESS TO INDIVIDUALIZED EARLY INTERVENTION**
10 **SERVICES FOR ELIGIBLE CHILDREN/NC INFANT-TODDLER PROGRAM**

11 **SECTION 6.3.(a)** Funds for NC Infant-Toddler Program. – There is appropriated
12 from the General Fund to the Department of Health and Human Services, Division of Public
13 Health, the sum of seven million seven hundred thousand dollars (\$7,700,000) in recurring funds
14 for the 2021-2022 fiscal year and the sum of ten million dollars (\$10,000,000) in recurring funds
15 for the 2022-2023 fiscal year to provide funds for the North Carolina Infant-Toddler Program, a
16 program that provides supports and services for families and their children, from birth to 3 years
17 of age, who have special needs. These funds shall be used to take steps toward doing the
18 following:

- 19 (1) Increasing State and local staffing in the provision of services to families with
20 infants and toddlers with developmental delays and established medical
21 conditions who are eligible for the NC Infant-Toddler Program.
- 22 (2) Expanding funding for interpreter services.
- 23 (3) Establishing a centralized provider network system.
- 24 (4) Providing professional development focused on early childhood mental
25 health.
- 26 (5) Addressing salary inequities affecting provider retention and recruitment.

27 **SECTION 6.3.(b)** Feasibility Study & Infrastructure Readiness
28 Assessment/Expansion of NC Toddler-Infant Program. – There is appropriated from the General
29 Fund to the Department of Health and Human Services, Division of Public Health, the sum of
30 two hundred fifty thousand dollars (\$250,000) in nonrecurring funds for the 2021-2022 fiscal
31 year to be allocated as follows:

- 32 (1) \$150,000 to conduct a feasibility study to examine eligibility criteria and cost
33 implications for expansion of the NC Infant-Toddler Program.
- 34 (2) \$100,000 to conduct a system and infrastructure readiness assessment to
35 determine areas of need and system challenges that need to be addressed
36 before expanding the NC Infant-Toddler Program. The Division of Public
37 Health shall solicit public input and feedback on the plan developed pursuant
38 to this subdivision.

39
40 **INCREASE SMART START FUNDING**

41 **SECTION 6.4.** There is appropriated from the General Fund to the Department of
42 Health and Human Services, Division of Child Development and Early Education, the sum of
43 twenty million dollars (\$20,000,000) for each year of the 2021-2023 fiscal biennium to gradually
44 increase funding for the North Carolina Partnership for Children, Inc. (Smart Start), with the goal
45 of fully funding Smart Start by the end of the 2027-2028 fiscal year. Funds allocated to the North
46 Carolina Partnership for Children, Inc., pursuant to this section shall be distributed to Smart Start
47 local partnerships to improve statewide early child system infrastructure and support a cohesive
48 continuum of services for families and children from birth through 5 years of age.

49
50 **INCREASE EARLY CHILDHOOD EDUCATOR WORKFORCE**

1 **SECTION 6.5.(a)** Funds for WAGE\$ and AWARD\$ Programs. – There is
2 appropriated from the General Fund to the Department of Health and Human Services, Division
3 of Child Development and Early Education, the sum of ten million dollars (\$10,000,000) in
4 recurring funds for the 2021-2022 fiscal year and the sum of twenty-six million dollars
5 (\$26,000,000) in recurring funds for the 2022-2023 fiscal year to increase funding for and expand
6 participation statewide in the Child Care WAGE\$ program and the Infant-Toddler Educator
7 AWARD\$ program, both of which provide salary supplements for early childhood educators.

8 **SECTION 6.5.(b)** Recruitment Strategies and Professional Development. – There is
9 appropriated from the General Fund to the Department of Health and Human Services, Division
10 of Child Development and Early Education, the sum of five hundred thousand dollars (\$500,000)
11 in recurring funds for the 2021-2022 fiscal year and the sum of one million two hundred fifty
12 thousand dollars (\$1,250,000) in recurring funds for the 2022-2023 fiscal year to implement
13 strategies to recruit early childhood educators and provide ongoing professional development,
14 including coaching, technical assistance, assistance with degree attainment, and licensure
15 support.

16 17 **FACILITATE RELIABLE ACCESS TO HIGH-QUALITY DATA SUPPORTING** 18 **EARLY CHILDHOOD EDUCATION**

19 **SECTION 6.6.(a)** Real-Time Workforce Data System. – There is appropriated from
20 the General Fund to the Department of Health and Human Services, Division of Child
21 Development and Early Education, the sum of one million two hundred thousand dollars
22 (\$1,200,000) in nonrecurring funds for the 2021-2022 fiscal year and the sum of five hundred
23 thousand dollars (\$500,000) in nonrecurring funds for the 2022-2023 fiscal year to develop and
24 implement a real-time workforce data system that supports building a pipeline of early childhood
25 educators.

26 **SECTION 6.6.(b)** Expand and Improve Current Early Childhood Data Systems. –
27 The Department of Health and Human Services, Division of Child Development and Early
28 Education (Division), shall, within existing funds appropriated to the Division for the 2021-2023
29 fiscal biennium, expand and improve the North Carolina Early Childhood Integrated Data System
30 (NC ECIDS) and the North Carolina Early Childhood Action plan data dashboards to track child
31 outcomes and provide access to State data for State and local users and researchers with the goal
32 of connecting this data to the NC Longitudinal Data System (NCLDS).

33 **SECTION 6.6.(c)** Build Local Capacity/Early Childhood Data. – The Department
34 of Health and Human Services (Department), Division of Child Development and Early
35 Education (Division), within existing funds appropriated to the Division for the 2021-2023 fiscal
36 biennium, shall collaborate with the Divisions of Social Services and Public Health, as
37 appropriate, in developing and implementing a plan to provide technical assistance to build local
38 capacity to use quality early childhood data across child health, child welfare, and early childhood
39 education for local planning.

40 41 **PART VII. ALIGNMENT OF HIGH SCHOOL TO POSTSECONDARY AND CAREER** 42 **EXPECTATIONS FOR ALL STUDENTS**

43 44 **DUAL ENROLLMENT COURSE ALIGNMENT STUDY**

45 **SECTION 7.1.(a)** The State Board of Education, in consultation with the Board of
46 Governors of The University of North Carolina and the State Board of Community Colleges,
47 shall conduct a study of all dual enrollment courses offered as part of the Career and College
48 Promise Program that satisfy basic high school graduation requirements to ensure that the content
49 and skills taught in those courses is aligned to the content and skills outlined in the Standard
50 Course of Study for the requisite courses that meet graduation requirements. The study shall
51 identify if dual enrollment courses are or are not aligned with the Standard Course of Study and,

1 if not aligned, what content or skills are not aligned. The State Board of Education shall report
2 on the findings of this study to the Joint Legislative Education Oversight Committee, the Fiscal
3 Research Division, and the Office of State Budget and Management by March 15, 2022.

4 **SECTION 7.1.(b)** There is appropriated from the General Fund to the Department
5 of Public Instruction the sum of fifty thousand dollars (\$50,000) in nonrecurring funds for the
6 2021-2022 fiscal year to conduct the study required by subsection (a) of this section.
7

8 **CAREER AND COLLEGE READY GRADUATE PROGRAM/DPI**

9 **SECTION 7.2.** There is appropriated from the General Fund to the Department of
10 Public Instruction the sum of five hundred forty-six thousand dollars (\$546,000) in recurring
11 funds for the 2021-2022 fiscal year to provide funds for the NROC Project subscription costs and
12 for a staff member position at the Department of Public Instruction to support the Career and
13 College Ready Graduate Program in collaboration with the Community College System.
14

15 **COOPERATIVE INNOVATIVE HIGH SCHOOL FUNDING**

16 **SECTION 7.3.** There is appropriated from the General Fund to the Department of
17 Public Instruction the sum of two million one hundred eighty-five thousand dollars (\$2,185,000)
18 in recurring funds for the 2021-2022 fiscal year to be allocated to local school administrative
19 units, based on the development tier area designation of each local school administrative unit as
20 defined in G.S. 143B-437.08, as of July 1, 2021, in amounts consistent with those set forth in
21 Section 7.22 of S.L. 2017-57, as supplemental funding for the following cooperative innovative
22 high schools, beginning with the 2021-2022 school year:

- 23 (1) The Center for Industry, Technology, and Innovation.
- 24 (2) The Innovation Early College High School.
- 25 (3) The Marine Sciences and Technologies Early College High School.
- 26 (4) The Roanoke Rapids Early College High School.
- 27 (5) The Southeast Area Technical High School.
- 28 (6) Halifax Early College High School.
- 29 (7) Stanly STEM Early College High School.
- 30 (8) Gaston Early College of Medical Sciences High School.

31 **REVISE NCVPS FUNDING**

32 **SECTION 7.4.** There is appropriated from the General Fund to the Department of
33 Public Instruction the sum of one million five hundred thousand dollars (\$1,500,000) in recurring
34 funds for the 2021-2022 fiscal year and the sum of three million dollars (\$3,000,000) for the
35 2022-2023 fiscal year to offset the costs for local administrative units and charter schools to
36 remove barriers to student participation in North Carolina Virtual Public Schools. The funds shall
37 be allocated with a priority to cover the costs of courses for students enrolled in public schools
38 located in low-wealth counties.
39
40

41 **CAREER AND TECHNICAL EDUCATION CREDENTIALING**

42 **SECTION 7.5.** There is appropriated from the General Fund to the Department of
43 Public Instruction the sum of six million five hundred thousand dollars (\$6,500,000) in recurring
44 funds for the 2021-2022 fiscal year to expand support for credentials and certifications for career
45 and technical education program students.
46

47 **SCHOOL CALENDAR FLEXIBILITY/CC CALENDAR**

48 **SECTION 7.6.(a)** G.S. 115C-84.2(d) reads as rewritten:

49 "(d) Opening and Closing Dates. – Local boards of education shall determine the dates of
50 opening and closing the public schools under subdivision (a)(1) of this section. Except for
51 year-round schools, the opening date for students shall be no earlier than the Monday closest to

1 August 26, and the closing date for students shall be no later than the Friday closest to June 11.
2 On a showing of good cause, the State Board of Education may waive the requirement that the
3 opening date for students be no earlier than the Monday closest to August 26 and may allow the
4 local board of education to set an opening date no earlier than the Monday closest to August 19,
5 to the extent that school calendars are able to provide sufficient days to accommodate anticipated
6 makeup days due to school closings. A local board may revise the scheduled closing date if
7 necessary in order to comply with the minimum requirements for instructional days or
8 instructional time. For purposes of this subsection, the term "good cause" means that schools in
9 any local school administrative unit in a county have been closed eight days per year during any
10 four of the last 10 years because of severe weather conditions, energy shortages, power failures,
11 or other emergency situations.

12 The required opening and closing dates under this subsection shall not apply to any school
13 that a local board designated as having a modified calendar for the 2003-2004 school year or to
14 any school that was part of a planned program in the 2003-2004 school year for a system of
15 modified calendar schools, so long as the school operates under a modified calendar.

16 Notwithstanding the required opening and closing dates under this subsection, a local board
17 of education may align the calendar of schools in the local school administrative unit with the
18 calendar of a community college serving the city or county in which the unit is located."

19 **SECTION 7.6.(b)** This section is effective when this act becomes law and applies
20 beginning with the 2021-2022 school year.

21 22 **STUDY ON BARRIERS OF ACCESS TO HIGH SCHOOL COURSES LEADING TO** 23 **COLLEGE CREDIT**

24 **SECTION 7.7.(a)** The State Board of Education, in collaboration with the Office of
25 State Budget and Management, shall conduct a study examining the barriers and supports
26 impacting all students' ability to complete high school courses leading to college credit, an
27 associate degree, or a career-ready credential, including an examination of access, equity,
28 resources, fees, and personnel. The State Board of Education shall report on the findings of this
29 study to the Joint Legislative Education Oversight Committee, the Fiscal Research Division, and
30 the Office of State Budget and Management by March 15, 2022.

31 **SECTION 7.7.(b)** There is appropriated from the General Fund to the Department
32 of Public Instruction the sum of fifty thousand dollars (\$50,000) to be used to conduct the study
33 required by subsection (a) of this section.

34 35 **COLLEGE ADVISING CORPS/COLLEGE ADVISERS IN THE PUBLIC SCHOOLS**

36 **SECTION 7.8.(a)** Purpose of the College Advising Corps Program. – From the funds
37 appropriated in subsection (b) of this section, the Board of Governors of The University of North
38 Carolina shall make funds available to the National College Advising Corps, Inc. (CAC), to
39 support an expansion of the placement of college advisers in North Carolina public schools
40 through their program over a three-year period. CAC is a college access nonprofit organization
41 with the mission to increase the number of underrepresented, low-income, or first-generation
42 postsecondary degree or certificate students entering and completing their postsecondary
43 education at community colleges and universities. In furthering this mission, CAC operates an
44 innovative model of partnering with schools, communities, families, and postsecondary
45 institutions, including providing for a two-year service opportunity to recent college graduates
46 as near-peer college advisers working full-time in the public schools, with an emphasis on
47 engaging college advisers who have similar backgrounds to the students the program seeks to
48 serve. Near-peer college advisers perform various services for those students that are key
49 components to the proven success of the program, including (i) attending postsecondary campus
50 visits, fairs, and workshops with students, (ii) assisting with registering for college entrance
51 exams, (iii) assisting with Free Application for Federal Student Aid (FAFSA) registrations and

1 completions, (iv) identifying available scholarships, (v) assisting with postsecondary
2 applications, and (vi) engaging with parents.

3 **SECTION 7.8.(b)** Funds for the Program. – Due to the effectiveness of the
4 innovative model operated by CAC and the potential for significantly impacting the highest-need
5 students as described in subsection (a) of this section, the following funds are appropriated from
6 the General Fund to the Board of Governors of The University of North Carolina to be provided
7 each fiscal year of the 2021-2023 fiscal biennium to CAC for the purpose of expanding the
8 placement of college advisers in accordance with the requirements of this section:

9 (1) For the 2021-2022 fiscal year, the sum of two million four hundred fifteen
10 thousand dollars (\$2,415,000) in recurring funds.

11 (2) For the 2022-2023 fiscal year, an additional sum of two million five hundred
12 seventy-two thousand dollars (\$2,572,000) in recurring funds.

13 It is the intent of the General Assembly to appropriate from the General Fund to the
14 Board of Governors of The University of North Carolina an additional sum of three hundred
15 thirty-three thousand three hundred thirty-three dollars (\$333,333) in recurring funds for a net
16 appropriation of five million three hundred twenty thousand three hundred thirty-three dollars
17 (\$5,320,333) in recurring funds to be provided to CAC for the 2023-2024 fiscal year and
18 subsequent fiscal years for the purpose of expanding the placement of college advisers to all 100
19 counties of the State in the third year of the expansion of the CAC program.

20 **SECTION 7.8.(c)** Matching Funds. – Funds made available to CAC pursuant to this
21 section shall be matched by CAC on the basis of two dollars (\$2.00) in non-State funds for every
22 one dollar (\$1.00) in State funds. Availability of these matching funds shall not revert to the
23 General Fund but shall continue to be available for the purposes set forth in this section.

24 **SECTION 7.8.(d)** Use of Funds. – CAC shall focus the first two years of the
25 expansion of its program using the funds provided to it under this section by placing college
26 advisers in counties designated as tier one and tier two. For the third year of the expansion, CAC
27 shall use the funds provided to it to place college advisers in the remaining counties designated
28 as tier three in order to achieve placement of college advisers in all 100 counties of the State. In
29 addition, CAC shall select at least three additional postsecondary institutions to partner with in
30 order to increase the number of recent graduates working as near-peer college advisers to meet
31 the needs of the program expansion. Once CAC has reached the goal of placement of college
32 advisers in 100 counties, the funds provided to it for the program shall be used to continue the
33 mission of the program to increase access for North Carolina public school students to
34 postsecondary degree or certificate attainment at community colleges and universities.

35 **SECTION 7.8.(e)** Reporting Requirements. – CAC shall submit a report by June 1
36 of each year in which CAC spends State funds made available to it pursuant to this section to the
37 Joint Legislative Education Oversight Committee and the Fiscal Research Division on the
38 progress of expanding the placement of college advisers, data on the effectiveness of the program
39 in increasing access for students to postsecondary education, and the use of State funds.

40 **CAREER DEVELOPMENT COORDINATORS**

41 **SECTION 7.9.** There is appropriated from the General Fund to the Department of
42 Public Instruction the sum of one hundred thousand dollars (\$100,000) in recurring funds in the
43 2021-2022 fiscal year for a Career and Postsecondary Planning Director position in the
44 Department's career and technical education division to focus on career planning in grades five
45 through 12 and the sum of ten million dollars (\$10,000,000) in recurring funds for the 2022-2023
46 fiscal year to increase the number of school-based career development coordinators for grades
47 six through eight and grades nine through 12.

48 **PART VIII. MISCELLANEOUS**

1 **STATE BUDGET ACT APPLIES**

2 **SECTION 8.1.** The provisions of the State Budget Act, Chapter 143C of the General
3 Statutes, are reenacted and shall remain in full force and effect and are incorporated in this act
4 by reference.

5
6 **EFFECT OF HEADINGS**

7 **SECTION 8.2.** The headings to the Parts, subparts, and sections of this act are a
8 convenience to the reader and are for reference only. The headings do not expand, limit, or define
9 the text of this act, except for effective dates referring to a Part or subpart.

10
11 **SEVERABILITY CLAUSE**

12 **SECTION 8.3.** If any section or provision of this act is declared unconstitutional or
13 invalid by the courts, it does not affect the validity of this act as a whole or any part other than
14 the part so declared to be unconstitutional or invalid.

15
16 **EFFECTIVE DATE**

17 **SECTION 8.4.** Except as otherwise provided, this act becomes effective July 1,
18 2021.