

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2023

H.B. 1045
May 2, 2024
HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH30473-MTa-230

Short Title: Enhance Teacher Pipeline/Increase TF Program. (Public)

Sponsors: Representative Ball.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO EXPAND AND ENHANCE THE NORTH CAROLINA TEACHING FELLOWS
3 PROGRAM.

4 Whereas, the pursuit of teaching is the pursuit of excellence, and excellent teachers
5 are not just born, they are developed, equipped, trained, and valued; and

6 Whereas, all students in North Carolina deserve to be taught by excellent teachers;
7 and

8 Whereas, the North Carolina Teaching Fellows Program has an important legacy in
9 North Carolina, providing the best and brightest students the opportunity to have a place of
10 influence and distinction by elevating them to a vital role – the role of a teacher; and

11 Whereas, based on the sorely inadequate and regularly declining enrollment in teacher
12 preparation programs and an accelerating teacher turnover rate, North Carolina is facing an
13 overwhelming teacher shortage across the State, especially in rural counties; and

14 Whereas, the teacher shortage is a growing crisis for our entire educational system as
15 well as the future of our State; and

16 Whereas, to solve this problem and provide stable, talented, motivated, and excellent
17 teachers in our classrooms, we need to continue to rebuild the North Carolina Teaching Fellows
18 Program; Now, therefore,

19 The General Assembly of North Carolina enacts:

20 **SECTION 1.(a)** Part 3 of Article 23 of Chapter 116 of the General Statutes reads as
21 rewritten:

22 "Part 3. North Carolina Teaching Fellows Program.

23 **"§ 116-209.60. Definitions.**

24 The following definitions apply in this Part:

- 25 (1) Commission. – The North Carolina Teaching Fellows Commission.
26 (2) Director. – The Director of the North Carolina Teaching Fellows Program.
27 (3) Forgivable loan. – A forgivable loan made under the Program.
28 (4) Program. – The North Carolina Teaching Fellows Program.
29 (5) Public school. – An elementary or secondary school located in North Carolina
30 that is governed by a local board of education, charter school board of
31 directors, regional school board of directors, or University of North Carolina
32 laboratory school board of trustees.

33 ~~(5a) Qualifying licensure area. — A teacher licensure area in one of the following~~
34 ~~subjects:~~

- 35 ~~a. Either of the following, as identified pursuant to G.S. 116-209.62(h):~~
36 ~~1. Special education.~~



1 (2) The Authority may use the greater of two hundred fifty thousand dollars
2 (\$250,000) or four percent (4%) of the funds appropriated to the Trust Fund
3 each fiscal year for administrative costs associated with the Program.

4 (3) The Authority shall provide the Commission with up to six hundred thousand
5 dollars (\$600,000) from the Trust Fund in each fiscal year for the Commission
6 to provide mentoring and coaching support to forgivable loan recipients
7 through the North Carolina New Teacher Support Program in an amount of
8 up to two thousand two hundred dollars (\$2,200) for each Program recipient.
9 Funds shall be prioritized for teachers serving in North Carolina public
10 schools identified as low-performing under G.S. 115C-105.37.

11 (d) Director of the Program. – The Board of Governors of The University of North
12 Carolina shall appoint a Director of the Program. The Director shall appoint staff to the
13 Commission and shall be responsible for recruitment and coordination of the Program, including
14 proactive, aggressive, and strategic recruitment of potential recipients. Recruitment activities
15 shall include (i) targeting regions of the State with the highest teacher attrition rates and teacher
16 recruitment challenges, (ii) actively engaging with educators, business leaders, experts in human
17 resources, elected officials, and other community leaders throughout the State, and (iii) attracting
18 candidates ~~in qualifying licensure areas~~ to the Program. The Director shall report to the President
19 of The University of North Carolina. The Authority shall provide office space and clerical
20 support staff, as necessary, to the Director for the Program.

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

24 (1) Grade point averages.

25 (2) Performance on relevant career and college readiness assessments.

26 (3) Experience, accomplishments, and other criteria demonstrating qualities
27 positively correlated with highly effective teachers, including excellent verbal
28 and communication skills.

29 (4) Demonstrated commitment to serve in ~~a qualifying licensure area in~~ North
30 Carolina public schools.

31 (f) Program Selection Criteria. – The Authority shall administer the Program in
32 cooperation with ~~up to 10 institutions of higher education with approved educator preparation~~
33 ~~programs selected by the Commission that represent a diverse selection of both postsecondary~~
34 ~~constituent institutions of The University of North Carolina and private postsecondary~~
35 ~~institutions operating in the State. The Commission shall adopt stringent standards for selection~~
36 ~~of the most effective educator preparation programs, including the following:~~

37 (1) ~~Demonstrates high rates of educator effectiveness on value-added models and~~
38 ~~teacher evaluations, including using performance-based, subject-specific~~
39 ~~assessment and support systems, such as edTPA or other metrics of evaluating~~
40 ~~candidate effectiveness that have predictive validity.~~

41 (2) ~~Demonstrates measurable impact of prior graduates on student learning,~~
42 ~~including impact of graduates teaching in qualifying licensure areas.~~

43 (3) ~~Demonstrates high rates of graduates passing exams required for teacher~~
44 ~~licensure.~~

45 (4) ~~Provides curricular and co-curricular enhancements in leadership, facilitates~~
46 ~~learning for diverse learners, and promotes community engagement,~~
47 ~~classroom management, and reflection and assessment.~~

48 (5) ~~Requires at least a minor concentration of study in the subject area that the~~
49 ~~candidate may teach.~~

- 1 (6) ~~Provides early and frequent internship or practical experiences, including the~~
 2 ~~opportunity for participants to perform practicums in diverse school~~
 3 ~~environments.~~
 4 (7) ~~Is approved by the State Board of Education as an educator preparation~~
 5 ~~program.~~
 6 (8) ~~For an educator preparation program enrolling loan recipients in a program of~~
 7 ~~study leading to licensure in elementary education (K-6), provides training~~
 8 ~~that is aligned with the Science of Reading in accordance with~~
 9 ~~G.S. 115C-269.20. The Commission shall contract with a third-party entity to~~
 10 ~~biennially evaluate whether a program identified in this subdivision is~~
 11 ~~providing training that is aligned with the Science of Reading.~~

12 any institution of higher education with an approved educator preparation program. An
 13 educator preparation program enrolling loan recipients in a program of study that leads to
 14 licensure in elementary education (K-6) shall provide training that is aligned with the Science of
 15 Reading in accordance with G.S. 115C-269.20. The Commission shall contract with a third-party
 16 entity to biennially evaluate whether a program identified in this subdivision is providing training
 17 that is aligned with the Science of Reading.

18 (g) Awards of Forgivable Loans. – The Program shall provide forgivable loans to selected
 19 students ~~to be used at up to 10 selected institutions for completion of a program leading to initial~~
 20 teacher licensure as follows:

- 21 (1) ~~North Carolina high school seniors. – Forgivable loans of up to five thousand~~
 22 ~~dollars (\$5,000) per semester for up to eight semesters.~~ twelve thousand dollars
 23 (\$12,000) per year for up to four years.
 24 (2) ~~Students applying for transfer to a selected educator preparation program at~~
 25 ~~an institution of higher education. – Forgivable loans of up to five thousand~~
 26 ~~dollars (\$5,000) per semester for up to six semesters.~~ twelve thousand dollars
 27 (\$12,000) per year for up to four years.
 28 (3) ~~Individuals currently holding a bachelor's degree seeking preparation for~~
 29 ~~teacher licensure. – Forgivable loans of up to five thousand dollars (\$5,000)~~
 30 ~~per semester for up to four semesters.~~ twelve thousand dollars (\$12,000) per
 31 year for up to two years.
 32 (4) ~~Students matriculating at institutions of higher education who are changing to~~
 33 ~~an approved program of study at a selected educator preparation program. –~~
 34 ~~Forgivable loans of up to five thousand dollars (\$5,000) per semester for up~~
 35 ~~to four semesters.~~ twelve thousand dollars (\$12,000) per year for up to four
 36 years.

37 Forgivable loans may be used for tuition, fees, the cost of books, room and board, and any
 38 other education expenses related to obtaining licensure.

39 ~~(h) Identification of STEM and Special Education Licensure Areas. – The Superintendent~~
 40 ~~of Public Instruction shall identify and provide to the Commission and the Authority a list of~~
 41 ~~STEM and special education licensure areas and shall annually provide to the Commission the~~
 42 ~~number of available positions in each qualifying licensure area relative to the number of current~~
 43 ~~and anticipated teachers in that area of licensure. The Commission shall make the list of STEM~~
 44 ~~and special education licensure areas readily available to applicants.~~

45 ...

46 (j) Annual Report. – The Commission, in coordination with the Authority, the
 47 Department of Public Instruction, each constituent institution of The University of North
 48 Carolina, and the selected private educator education programs participating in the Program shall
 49 report no later than January 1, 2019, and annually thereafter, to the Joint Legislative Education
 50 Oversight Committee regarding the following:

- 51 (1) Forgivable loans awarded from the Trust Fund, including the following:

- 1 a. Demographic information regarding recipients.
- 2 b. Number of recipients by institution of higher education and program.
- 3 c. Information on number of recipients by anticipated ~~qualifying~~
- 4 licensure area.
- 5 (2) Placement and repayment rates, including the following:
- 6 a. Number of graduates who have been employed ~~in a qualifying~~
- 7 ~~licensure area as a public school teacher in North Carolina~~ within
- 8 two years of program completion.
- 9 b. Number of graduates who accepted employment at a low-performing
- 10 school identified under G.S. 115C-105.37 as part of their years of
- 11 service.
- 12 c. Number of graduates who have elected to do loan repayment and their
- 13 years of service, if any, prior to beginning loan repayment.
- 14 d. Number of graduates employed in a ~~qualifying licensure area~~ North
- 15 Carolina public school who have received an overall rating of at least
- 16 accomplished and have met expected growth on applicable standards
- 17 of the teacher evaluation instrument.
- 18 e. Aggregate information on student growth and proficiency in courses
- 19 taught by graduates who have fulfilled service requirements through
- 20 employment in a ~~qualifying licensure area~~ North Carolina public
- 21 school.
- 22

23 **"§ 116-209.63. Terms of forgivable loans; receipt and disbursement of funds.**

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

31 (b) Forgiveness. – For every year a qualifying teacher remains a qualifying teacher, the
 32 Authority shall forgive the loan amount received over one year of enrollment in an educator
 33 preparation program and any interest accrued on that amount.

34 The Authority shall also forgive the loan if it finds that it is impossible for the recipient to
 35 work for up to ~~eight~~ four years, within 10 years after completion of the program leading to teacher
 36 licensure, at a North Carolina public school because of the death or permanent disability of the
 37 recipient. If the recipient repays the forgivable loan by cash payments, all indebtedness shall be
 38 repaid within 10 years after completion of the program leading to teacher licensure supported by
 39 the forgivable loan. If the recipient completes a program leading to teacher licensure, payment
 40 of principal and interest shall begin no later than the first day of September after the completion
 41 of the program. Should a recipient present extenuating circumstances, the Authority may extend
 42 the period to repay the loan in cash to no more than a total of 12 years."

43 **SECTION 1.(b)** Notwithstanding Section 8A.4(c) of S.L. 2023-134, the State
 44 Education Assistance Authority shall forgive any loan that is outstanding for any person under
 45 the Teaching Fellows Program and any interest accrued on that loan, if the person meets the
 46 criteria for forgiveness provided in G.S. 116-209.63(b), as amended by Section 8A.4(a) of S.L.
 47 2023-134 and subsection (a) of this section.

48 **SECTION 2.** This act becomes effective July 1, 2024. Except as provided in
 49 subsection (b) of Section 1 in this act, subsection (a) of Section 1 of this act applies to applications
 50 for the award of funds beginning in the 2024-2025 academic year.