



Public Schools of North Carolina

# Work Experience Credit / Licensure

Rebecca Garland, Deputy Superintendent, NCDPI

Dave Fairall, HR Director, Lexington City Schools

February 2016

# Agenda

- Background on the Policy
- Policy Details
- Numbers of Applications
- Process to Review Requests
- Appeals Available to Teachers
- Questions/Recap



# History

- State Board of Education wanted to give credits for non-teaching work experience
- Established for Vocational Education in the 1980s
- Expanded to all teachers



# Policy Approved by Board

- This policy first approved in 1998
- Developed by LEA human resource personnel
- Modified on several occasions



# Statistics

- Of the 187,561 licensed teachers as of June 30, 2015, 10% have non-teaching work experience.
- Based on all licensed teachers in the system (active and inactive), 5% have non-teaching experience
- We receive between 45,000 to 50,000 applications a year
- We receive between 2,500 and 5,000 applications a year that request non-teaching work experience (CTE and non-CTE teachers)



# “Directly Related” Non-Teaching Work Experience

- Directly related to the licensure area and work assignment (tied to the Standard Course of Study)
- One year of credit for two years of directly related non-teaching experience before bachelor degree
- One year of credit for one year of directly related experience after obtaining a bachelor degree



# How to Request Credit for Directly Related Non-Teaching Work Experience

- LEA or charter submits request after reviewing prior employment job descriptions
- Verification from prior employer (that the teacher did work there)
- Job description from the prior employment



# Licensure Review

- Specialists are required to complete 6-months of training prior to being allowed to award non-teaching work experience
- Specialists review the job description to determine if experience is directly related to the employee's licensure area (based on the Standard Course of Study for that discipline)
- To be directly related, the specialist looks for specific functions in the job description that pertain to the licensure area and area of assignment
- If the experience is determined directly related, experience credit is added to the license (most common conclusion)
- If not determined to be directly related, the application is denied.





# Licensure Review – Criteria Example

- A math teacher might receive credit for
  - Numerical analysis
  - Data analysis
  - Market analysis
  - Probability and statistics
  - Applied mathematics
  - Some types of engineering
  - Actuarial work
  - Mathematical/statistical research
  - Mathematical modeling



# Appeal Panel

- State Board Policy created an independent Appeals Panel
  - Members from local education agencies, colleges/universities, and professional teaching organizations
- First meeting was July 2005
  - LEA or Charter must submit the appeal (not the teacher)
  - Appeal is free
  - Entire panel reviews the documentation
  - Discuss the case as a group
  - Vote on decision
- Since 2006, 90 denials of non-teaching work experience have been appealed to the panel
  - Of the 90 denials, 25 have been reversed



# Office of Administrative Hearings (OAH)

- Employee can file to have the non-teaching work experience reviewed by OAH
- Legislated required fee: \$20
- Less than 10% non-teaching work experience credit cases are reversed



# Recap

- History – 1980s start with focus on Voc Ed
- Policy – Developed with LEA input in 1998
- Stats – Usually less than 10% of requests deal with non-teaching experience credit each year
- Process – Extensive and continuous training to assure consistency
- Appeals – Review Panel, OAH



# Review and Questions

