



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

2012-2013 Corporal Pruitt Rainey Brass to
Class Act Report
SL 2013-268 (HB 767), sec. 4

Prepared by:

Educator Effectiveness Division
February 2014

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Introduction:

During its 2013 session, the General Assembly passed The Corporal Pruitt Rainey Brass to Class Act. An experience credit for salary purposes is created by this law for veterans that have served in military instructor or leadership roles. The law requires an update to policy and operations at the Department of Public Instruction as well as within local education agencies.

Beyond new educators entering the career, currently working educators may also request this credit starting July 1, 2014, effective for the 2014/2015 school year and beyond.

The credit may be an economic incentive to increase military members to consider education careers as many dismiss the concept due to salary review on their first analysis. The NC Troops to Teachers program reports that 80% of program hires are male and 57% are minority. Encouraging diverse demographic groups to consider education careers that are underrepresented may be an additional side effect of the new law as a result of targeting current and former military service members. NC Troops to Teachers also report that 85% of conversations end at the salary conversation, when a prospective educator realizes how much less they would earn than during the last service period in the military. The experience credit could keep more of these prospective educators engaged in the process of choosing an education career after military service.

For veterans that have already transitioned into education, the additional credit could positively affect retention in the public schools.

Policy Revision:

State Board of Education policy and operations within the NC Department of Public Instruction Licensure Section must be revised to accommodate the new law.

TCP-A-006 will be amended to allow for the additional experience credit under this law.

Operational Changes:

NCDPI Licensure Section will implement the process to validate and award the credit.

Additionally, a Frequently Asked Questions section will be added to the licensure website by July, 2014, to answer questions for service members and veterans seeking the new credit.

A guidelines document will be developed for the service member requesting credit, to understand what kind of leadership and instructional roles will be accepted for credit under the new policy. This should be available by July, 2014, along with the concurrent release of the web FAQ.

NC Troops to Teachers will notify all currently hired program participants as well as prospective hires of the new changes in July when the FAQ is released.

A communication will be developed for dissemination to all educators, administrators and LEA leaders advising them of the new policy and to share with staff members that may have prior military service.

Research:

The guidelines document will be a key component in helping a service member understand for what kind of roles a credit can be claimed.

NC Troops to Teachers staff discussed this issue with major military installation transition offices to inquire about leadership and instructional roles, how they are documented by branch/component, and how a service member could access those documents. The results of that research will be the basis for the guidelines document which is to be completed by May, 2014.

Summary of Research Results:

Each of the five military branches provides documentation on service in the military in different ways. Three types of documents could be necessary to sufficiently validate an experience credit request.

- **DD214 - Member Copy 4**

The DD-214 document is a verification of military service dates and separation/retirement date along with some role and award information and the type of discharge. Generally, the DD-214 doesn't include the detail needed for verification of instructor or leadership roles necessary for the credit. A key aspect of the DD-214 is that it shows whether the service is categorized as honorable or otherwise.

- **DD-2586 - Verification of Military Experience and Credit**

All branches except the Coast Guard make the DD-2586 available to participants, which are also known as the Verification of Military Experience and Credit (VMET). This document is intended to be a summary of all training and roles held while in the military but is not a perfect document. Specifically, leadership or instructor roles may be unclear on a VMET.

- **Annual Performance Reports**

In order to allow the opportunity to provide additional evidence to support a request, documents from each branch's annual performance report could be used to supplement documentation for service in an instructional or leadership role. All military branches provide these annual performance documents to non-commissioned officers, warrant officers and commissioned officers. These documents are known differently by branch, and sometimes are specifically named to NCO's or officers [e.g. (Non-Commissioned Officer Evaluation Report (NCOER), Officer Evaluation Report (OER) for the Army)]. A table showing which of these documents is presentable by branch and role (NCO, officer) is being developed for the guidelines document.

Transcripts:

All military branches also provide a transcript showing the training received. This could be the revised Joint Service Transcript for the branches that have implemented (Army, Marine Corps and Navy) as of this report. For service prior to this new transcript, branch-specific transcripts are often available. These show the training received while in the military but not always the actual roles that were performed. The purpose of these documents includes American Council on Education credit recommendations that can be used by credit-granting institutions to award college credit for training received while in the military. However, these documents are not as useful for the purpose of role verification.

Occupation Exhibits:

The American Council on Education has a military-specific resource (on acenet.edu) that can provide occupation exhibits that detail various job roles in the military. This could be useful if the VMET or Annual Performance Reports are not clear on the role duties.

Rank Restrictions:

There should be no specific rank restrictions, since validation would be role based. However, this avenue was explored for potential ease of verification. Military-wide, instructors are not often below the rank of E-5, but it can occur. Specifically, the Navy has some occasion to see instructors at rank of E-4 (with a 9502 qualifier). While this is a rare occurrence, it is a possibility.

Most military branches begin leadership training as a requirement to selection of the rank of E-5 and most small team leadership roles begin at E-4 or E-5. Some small team leadership experience may occur before the E-5 rank is obtained, but that experience is typically before leadership training is initiated for an individual.

Warranted and Commissioned Officers can be in leadership or instructor roles at any rank, and thus should provide documentation proving service in an instructor or leadership role and the amount of time in such roles.

Summary:

An experience credit for salary purposes for certain veterans that have instructor or leadership roles derived from military service is created by the law. The law requires an update to policy and operations at DPI.

Documents available to service members to validate such a request include:

- **DD-214** - (verify the service itself)
- **DD-2586** (Verification of Military Experience and Credit, VMET), a good chronological record and gets 80% of roles documented.
- **Annual Performance Reports** - Pages from the specific years that show a leadership or instructional role was performed and for how long, where it is missing or unclear on the DD-2586(VMET).
- **Occupation Exhibits** – (clarify specific role duties as necessary)