Turning TAs into Teachers Report "Teacher Assistant Tuition Reimbursement Program" Senate Bill 447 & Budget 257

September 1, 2018

Submitted by:

Alamance-Burlington Schools Anson County Schools Beaufort County Schools Bertie County Schools Duplin County Schools Edenton Chowan Schools Edgecombe County Schools Franklin County Schools **Guilford County Schools Halifax County Schools Moore County Schools** Nash Rocky Mount Schools **Northampton County Schools** Randolph County Schools **Richmond County Schools** Scotland County Schools **Tyrrell County Schools Vance County Schools Washington County Schools**

Contact:

Dr. Sonja Brown
North Carolina Department of Public Instruction
District and Regional Support
919-807-3358 or sonja.brown@dpi.nc.gov

ADD SCHOOL SYSTEMS TO THE TEACHER ASSISTANT TUITION REIMBURSEMENT PROGRAM

SECTION 7.21. Section 8.29 of S.L. 2016-94, as amended by Section 7.20 of S.L. 2017-57 and by Section 6(m) of S.L. 2017-189, reads as rewritten;

"SECTION 8.29.(a) Purpose. – The purpose of this section is to establish a pilot program for, to provide tuition assistance awards to part-time or full-time teacher assistants working in participating local school administrative units, to be administered by certain local boards of education as follows:

- (1) beginning Beginning with the 2016-2017 fiscal year, the local boards of education of the Anson County, Franklin County, Moore County, Richmond County, and Scotland County school administrative units and, units.
- (2) beginning Beginning with the 2017-2018 fiscal year, the local boards of education of the Alamance-Burlington Schools. Beaufort County Schools. Bertie County Schools. Duplin County Schools. Edenton-Chowan Schools. Edgecombe County Schools. Guilford County Schools. Halifax County Schools. Nash-Rocky Mount Schools. Northampton County Schools. Randolph County Schools. Tyrrell County Schools. Vance County Schools. and Washington County Schools.
- (3) Beginning with the 2018-2019 fiscal year, the local boards of education of the Alleghany County Schools. Ashe County Schools. Bladen County Schools. Cherokee County Schools. Clay County Schools. Columbus County Schools. Davidson County Schools. Graham County Schools. Greene County Schools. Jackson County Schools. Jones County Schools. Lenoir County Public Schools, Macon County Schools, McDowell County Schools, Mitchell County Schools, Public Schools of Robeson County, Swain County Schools. Yadkin County Schools, and Yancey County Schools.

to provide tuition assistance awards to part-time or full-time teacher assistants working in those local school administrative units to pursue a college degree that will result in teacher licensure.

Tuition assistance awards under the program may be provided for part-time or full-time coursework, coursework toward a college degree that will result in teacher licensure. A local board of education may grant a teacher assistant academic leave to pursue coursework that may only be taken during working hours. A teacher assistant receiving an award under the program shall fulfill the student teaching requirements of an educator preparation program by working in the teacher assistant's employing local school administrative unit. A teacher assistant shall continue to receive salary and benefits while student teaching in the local school administrative unit in accordance with G.S. 115C-269.30(c).

"SECTION 8.29.(b) Selection of applicants. – Each local board of education participating in the pilot program may select up to five teacher assistants to receive an award of up to four thousand five six hundred dollars (\$4.500)(\$4.600) per academic year for a period of up to four years to be used towards the cost of tuition and fees for a teacher assistant to attend an educator preparation program at an institution of higher education. Priority for awards shall be given to a teacher assistant who received a tuition assistance award for the previous academic year and who is making satisfactory academic progress towards achieving teacher licensure. The local board of education shall set criteria for the application and selection of teacher assistants to receive tuition assistance awards that includes at least the following:

 administrative unit after achieving teacher licensure."

The number of recipients who remained employed in the local school

12

13

(3)



Alamance-Burlington School System

W. Bruce Benson, Ed. D. Superintendent

Dawn Madren Executive Director, Human Resources

August 28, 2018

Report for Turning Teacher Assistants into Teachers (Alamance-Burlington Schools)

Beginning with the 2017-2018 school year, ABSS has received state funding to provide financial assistance for teacher assistants employed with the district that are enrolled in a teacher education program. Details are listed below.

What were the requirements to be eligible to apply?

- 1. Teacher Assistant shall be employed by ABSS.
- 2. Teacher Assistant shall be enrolled in an accredited institution of higher learning education in North Carolina with an educator preparation program approved by the State Board of Education.
- Teacher Assistant shall be a resident of North Carolina.

Application Process:

- 1. Write a 2-page essay describing how you have added value to your school, why you want to be a teacher, and strengths you would bring to the teaching profession. Also identify the college/university that you are enrolled and the teacher licensure area pursuing.
- 2. Include a reference letter from your principal.
- 3. Submit both the essay and reference letter to Human Resources by Feb. 1, 2018.

Outcome:

Alamance-Burlington Schools had 6 teacher assistants apply. Only 4 of the 6 teacher assistants were eligible based on the criteria outlined. The 4 teacher assistants selected were enrolled in teacher education programs as listed below:

- 1. Meredith College pursuing Elementary Education (started Fall 2017)
- 2. NC A&T University pursuing Special Education (re-enrolled Spring 2018)
- 3. NC Central University pursuing Elementary Education (started Fall 2016)
- 4. NC Central University pursuing Elementary Education (started Spring 2016)

Results:

- 1. Funds provided to teacher assistants: \$10,984.68
- 2. Number of teacher assistants that achieved teacher licensure: zero
- 3. Number of recipients that remained employed in LEA after receiving license: n/a

Respectfully submitted,

Dam Madrey

Dawn Madren

Executive Director of Human Resources



Anson County Schools

320 Camden Road, Wadesboro, NC 28170 Ph: 704-694-4417 Fax: 704-694-7479

www.ansonschools.org

Our Mission

"We will ensure that all students acquire skills and knowledge necessary to be successful and responsible citizens."

July 16, 2018

Dr. Sonja Brown

North Carolina Department of Public Instruction Educator Effectiveness Division Joint Legislative Education Oversight Committee 301 N. Wilmington Street Raleigh, N.C. 27601

RE: Teacher Assistant Tuition Reimbursement Pilot Program according to the Legislation (Senate Bill 447)

According to the Legislation (Senate Bill 447), districts, including Anson County Schools, must provide a report regarding the information pertaining to the funding the district received to provide assistance to teacher assistants seeking teacher licensure.

Please see report below:

- (1) Anson County Schools had zero teacher assistants and zero funds distributed for tuition assistance awards in FY 17-18.
- (2) Anson County Schools had zero teacher assistants to receive teacher licensure under this program.
- (3) The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. This does not apply due to no teacher assistant receiving the award allocation. Please feel free to contact me if you should have any additional questions or concerns.

Holly Berry Chief Financial Officer

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Our Quality Policy



Mark Doane, Interim Superintendent 321 Smaw Road Washington, North Carolina 27889 252-946-6593 www.beaufort.k12.nc.us

August 29, 2018

To Whom It May Concern:

During the 2017-2018 school year, Beaufort County Schools awarded \$6,559.40 in total tuition assistance awards divided among three teacher assistants in our district.

At this time, all three continue to work towards their teacher licensure but none have completed the process.

All three recipients have remained employed in Beaufort County Schools for the 2018-2019 school year.

Thank you,

Mark Doane

BERTIE COUNTY SCHOOLS

P.O. BOX 10 715 US HWY 13 N WINDSOR, NORTH CAROLINA 27983 PHONE (252) 794-3173 – FAX: (252) 794-9727



Catherine Edmonds, Ed.D Superintendent BOARD MEMBERS
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EMM H. JOHNSON
JO DAVIS JOHNSON

JLEOC Report- Turning TAs in to Teachers (Bertie County)

Below is the information requested from Bertie County Schools for the 2017-2018 School Year:

- 1. The number and amount of funds in tuition assistance awards provided to teacher assistants in Bertie County. *none*
- 2. The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. not applicable, since there were no recipients
- 3. The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. *not applicable*

Submitted by: KON H. Damstow —
Interim Executive Director of Operations & HR

Date: 8/30/18



Duplin County Schools

Office of the Superintendent

Board Members:

Brent Davis, Chairman Austin Obasohan, Ed.D.

Superintendent

Secretary to the Superintendent

Carol Wimmer

Reginald Kenan, Vice-Chairman

August 7, 2018

Pam Edwards

David Jones

Dr. Sonja Brown

North Carolina Department of Public Instruction

Claudius Morrisey Educator Effectiveness Division

6330 Mail Service Center Raleigh, NC 27699-6330

Dear Dr. Brown:

Duplin County Schools is thankful for the opportunity to financially support teacher assistants in becoming North Carolina educators. Our program was able to assist teacher assistants in the Spring and Summer 2018 semesters.

The following is a synopsis of the Teacher Assistant Tuition Reimbursement Pilot Program for the 2017-18 school year:

- (1) Five teacher assistants in Duplin County Schools were awarded \$3,327.65 in tuition assistance.
 - a. Spring tuition payments \$2,766.00
 - b. Summer tuition payments \$561.65
- (2) Of the five teacher assistant recipients, none achieved teacher licensure during the 2017-18 school year. All five have progressed with three enrolled in the educational program at East Carolina for Fall 2018; one enrolling in the educational program at the University of North Carolina at Wilmington; and one completing prerequisites at James Sprunt Community College.
- (3) All five have remained with Duplin County Schools, but none have achieved licensure.

Thank you for investing in the teacher assistants of Duplin County Schools. Feel free to contact me if you have any questions.

Sincerely,

Austin Obasohan, Ed.D.

Superintendent

315 N. Main St. • Kenansville, NC 28349 • Phone: (910) 296-6615 • Email: cwimmer@duplinschools.net



EDENTON-CHOWAN SCHOOLS

Human Resources Department

Post Office Box 206, Edenton, NC 27932 Telephone: (252) 482-4436 Fax: (252)482-7309 www.ecps.k12.nc.us

Dr. Rob Jackson Superintendent

TO: Dr. Sonja Brown, NC Department of Public Instruction Joint Legislative Education Oversight Committee

FR: Michelle Maddox, Human Resources Director, Edenton-Chowan Schools

CC: Dr. Rob Jackson, Superintendent Emma Berry, Finance Officer

Date: August 21, 2018

Re: Report to the Joint Legislative Education Oversight Committee on Senate Bill 257 (Budget Section) <u>SB 257 – Appropriations Act of 2017 - TURNING TAS INTO TEACHERS PILOT EXPANSION</u>

The following is a summary on the results of the pilot program for the 2017-18 fiscal year.

1. The number and amount of funds in tuition assistance awards provided to teacher assistants in their districts.

Edenton-Chowan Schools received five tuition assistance awards in the amount of \$4,500 each. This was the district's first time to receive the funding. Information was distributed to all staff on September 14, 2017 after receiving notification and establishing guidelines based on the legislation for distribution of the awards. Four applications were received and approved for tuition assistance awards. Four of the five applicants actually enrolled in teacher education programs and tuition assistance was provided to these teacher assistants in Edenton-Chowan Schools during the 2017-18 school year. The recipients of these awards were Jessica Rose, Sharon Nixon, Kristy Thompson, and Victoria Douglas.

Mrs. Rose began her coursework at East Carolina University during Spring 2018. Mrs. Thompson and Mrs. Nixon were already enrolled at Elizabeth City State University and began their coursework through the tuition assistance program at Elizabeth City State University in the Spring of 2018. Mrs. Douglas began the SECU (State Employees Credit Union) Partnership East Program and began her coursework through Beaufort Community College in Spring 2018. The amount of funds provided in tuition assistance awards for 2017-2018 totaled \$6, 192.12. These tuition assistance awards were based upon coursework taken during Spring and Summer 2018.



EDENTON-CHOWAN SCHOOLS

Human Resources Department

Post Office Box 206, Edenton, NC 27932 Telephone: (252) 482-4436 Fax: (252)482-7309 www.ecps.k12.nc.us

Dr. Rob Jackson Superintendent

2. The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure.

The initial tuition assistance awards for Mrs. Rose, Mrs. Nixon, Ms. Thompson, and Mrs. Douglas were issued Spring and Summer 2017. At this time, neither teacher assistant recipient has achieved teacher licensure. However, all recipients are making satisfactory progress towards completing the required coursework to achieve licensure.

3. The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure.

Mrs. Rose, Mrs. Nixon, Ms. Thompson, and Mrs. Douglas have signed an agreement to remain employed with Edenton-Chowan Schools for a minimum of one year for each year of receiving the award after receiving a tuition assistance grant. Edenton-Chowan Schools is grateful this opportunity has been made available to our Teacher Assistants and we are confident that all will make great teachers for our students. Thank you for your support of our school district and public education.



August 30, 2018

To Whom It May Concern:

Edgecombe County Public Schools did not have teacher assistants expressing interest in participating in the Teacher Assistant Tuition Reimbursement Pilot Program for the 2017-2018 school year. Our District will continue to encourage our Teacher Assistants to explore their professional development and career growth opportunities that have been graciously afforded by the State.

Sincerely.

Marc A. Whichard

Assistant Superintendent

Human Resources



Rhonda Schuhler, Ed. D.
Superintendent
RhondaSchuhler@fcschools.net

Michael Zalewski
Director of Human Resources
MichaelZalewski@fcschools.net

August 29, 2018

Joint Legislative Education Oversite Committee C/O Dr. Sonja Brown NC Department of Public Instruction Educator Effectiveness Division Raleigh, NC 27601

Dear Joint Legislative Education Oversite Committee:

Included below is a summary on the results of the Turning Teacher Assistants into Teachers Pilot Program for the 2017-18 fiscal year.

- Five (5) tuition awards were provided to teacher assistants in Franklin County Schools during the 2017-18 school year. The amount of tuition assistance awards provided during the 2017-18 school year totaled \$11,500.38.
- 2) Of the five (5) teacher assistants who received tultion assistance awards during the 2017-18 school year, all are making satisfactory progress towards completion of their education degree. However, none of our recipients have completed their degree programs.
- 3) All five (5) recipients of tuition assistance awards have remained employed with Franklin County Schools.

We are excited about this program and grateful our teacher assistants have an opportunity to receive tultion assistance awards while pursuing their dream of becoming teachers in our school district.

Respectfully,

Freda D. Clifton

cc: Dr. Rhonda Schuhler, Superintendent
Dannie T. Williams, Chief of Human Resources
Michael Zalewski, Director of Human Resources
Quinnley Coley, Interim Chief of Finance



8/31/18

Dr. Sonja Brown
North Carolina National Board Coordinator/Recognition Programs
North Carolina Department of Public Instruction
Educator Support Services Division
6307 Mail Service Center
Raleigh, N.C. 27699-6307

Greetings:

I have listed the results of the Teacher Assistant Tuition Reimbursement Pilot Program below.

- (1) The number and amount of funds in tuition assistance awards provided to teacher assistants in their districts. 2 teacher assistants reimbursed, \$9,000 awarded
- (2) The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. 0 (Resper does not finish until May 2018. Towles Masterson has graduated, but licensure has not been issued by DPI.)
- (3) The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. Both TA's are with the district, but neither have obtained licensure yet.

Sincerely,

Tia Wallington Administrative Assistant to Angie Henry, CFO Guilford County Schools



Halifax County Schools

Dr. Eric L. Cunningham, Superintendent

Telephone: (252) 583-5111

Fax: (252) 583-1474

Ms. Brown:

It appears that for 2017-2018 there were no funds expended for the teacher assistant tuition reimbursement program. We had no participants in the program, so no recipients would be employed with Halifax County Schools.

Thank you.

Lynn Harrold Chief Financial Officer Halifax County Schools



August 22, 2018

Joint Legislative Education Oversight Committee
Ref: Teacher Assistant Tuition Reimbursement Pilot Program

- (1) The number and amount of funds in tuition assistance awards provided to teacher assistants in their districts. We had a total of 4 TA's in the tuition assistance program. Our allotment was \$22,500.00 and we spent a total of \$13,596.02.
- (2) The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. We had a total of one recipient who achieved their teacher licensure. She started the program spring of 2016-17 school year and completed it at the end of 2017-18 school year.
- (3) The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. One

Sincerely,

Mike Rundy

Executive Officer for Budget and Finance



Finance Department

DATE: August 30, 2018

RE: JLEOC Report-Turning TA's into Teachers

Attn: Sonja Brown

Although Nash Rocky Mount Schools participated in the Teacher Assistant Tuition Reimbursement Pilot Program during the 17-18SY, we did not have any qualifying candidates. The responses to the required questions are below.

- (1) The number and amount of funds in tuition assistance awards provided to teacher assistants in their districts. **Q**
- (2) The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. 0
- (3) The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. •

If you have additional questions or concerns, please don't hesitate to contact me at (252) 459-5220)

Thanks.

Sheila Wallace

Interim Chief Finance Officer



TO: NCDPI

FROM: Cathy Gillus, Finance Officer

DATE: August 29, 2018

RE: Teacher Assistant Tuition Reimbursement Pilot Program

(JLEOC Report)

(1) The number and amount of funds in tuition assistance awards provided to teacher assistants in their districts. None

- (2) The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. N/A
- (3) The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. N/A

^{9 701} N. Church Street, Jackson, NC 27845

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smith-woofterm@northampion.k12 nc us

www.northampton.k12.nc.us



2222-C South Fayetteville Street Asheboro, NC 27205 Phone 336.633.5000 Fax 336.633.5155 randolph.k12.nc.us

August 28, 2018

To Whom It May Concern:

The following Information pertains to the Teacher Assistant Tuition Reimbursement Pilot Program for the Randolph County School System.

- 1. The number and amount of funds in tultion assistance awards provided to teacher assistants. <u>\$0</u>
- 2. The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. N/A
- 3. The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure. N/A

Please let me know if you have any questions or need additional information. Thank you.

Sincerely,

Todd Lowe

Finance Officer

Randolph County School System



Post Office Drawer 1259 Hamlet, North Carolina 28345

Dr. Cindy Goodman Superintendent PHONE (910) 582-5860 FAX (910) 582-7051

Here is the information requested for our TA to Teachers program for the 2017-2018 school year

The number and amount of funds in tuition assistance awards provided to teacher assistants in their districts. **3 Teachers**, \$10,963.16

The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure. One candidate has received a license thus far. This candidate was interviewed on December 15, 2016. We selected our first round of TA's on December 16, 2016. This candidate had already started her program. She graduated in December of 2107 and her initial license was applied for on December 15, 2017.

The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure.

We have only had one to graduate. She is now a teacher in our district.

Respectfully submitted,

Dr. Julian E. Carter
Executive Director for Human Resources



392 South Main Street Laurinburg, North Carolina 28359 (910) 277-4459 • fax (910) 277-4311

7/9/18

To Whom It May Concern:

In the 2017/2018 school year, Scotland County had 5 TA's who participated in the TA to Teacher program. During the year, \$17,639.11 was disbursed to the TAs for tuition and books.

At this time, none of the participants have achieved teacher licensure but they are all currently employed by Scotland County Schools and continue to work toward achieving their teaching license.

Sincerely.

Larissa York

Assistant Finance Officer Scotland County Schools

Interim Superintendent Dr. Travis Twiford



Board of Education

Lee Scripture, Chairman Karen Clough, Vice-Chairman Carlos Armstrong Robin Dunbar Janie Spencer

FAX: 252-796-1492

Tyrrell County Public Schools

P. O. Box 328 - Columbia, N.C. 27925

To:	Dr.	Sonia	Brown
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From: Dr. Jana Rawls, Tyrrell County Schools HR Director

Date: August 29, 2018

Re: Turning TAs into Teachers Pilot Program

1) The number and amount of funds in tuition assistance awards provided to teacher assistants 2017-18.

\$0.00

2) The number of teacher assistant recipients who achieved teacher licensure, including the period of time from the issue of an initial tuition assistance award to the time of achieving licensure.

Zero (0)

3) The number of recipients who remained employed in the local school administrative unit after achieving teacher licensure.

N/a

I acknowledge the above information is correct for the 2017-18 school year. Please note, there is significant interest at TCS for the 2018-19 school year.

Signature Date 8/29/18

VANCE COUNTY SCHOOLS

Date:

August 30, 2018

To:

Sonja Brown, EdD, NCDPI

From:

Jennifer Bennett, Asst. Superintendent Business & Finance

Subject:

Teacher Assistant Tuition Reimbursement Pilot Program

Dr. Brown, below is the information for Vance County Public Schools related to this pilot program.

- 1. The number and amount of funds in tuition assistance awards provided to teacher assistants in your district?
 - We have NO Teacher Assistants request any reimbursements in this program during the FY 2017-18 school year.
- 2. The number of teacher assistant recipients who achieved teacher licensure, etc.?
 - We had NO Teacher Assistants achieve teacher licensure during this past fiscal year.
- 3. The number of recipients who remained employed in our LEA after achieving teacher licensure?
 - Per the answer above we did not have teacher assistants receive their teacher credentials/license this past fiscal year under this program.

We do have teacher assistants (est. 7) participating in a teacher licensure program at North Carolina Central University; however, no one has requested reimbursement for tuition assistance at this time. We are working with our teacher assistants to encourage their participation in these programs to help them grow as professionals as well as provide a great continuum of service for our schools and students. We look forward to having a much more positive report and results in the new school year.

If you have any questions please reach out to either myself or Ms. Michelle Burton our Director of Human Resources as she is working with our recruitment and retention efforts for our teaching staff and others.



WASHINGTON COUNTY BOARD OF EDUCATION

802 Washington Street • Plymouth, North Carolina 27962 Phone: 252.793.5171 Fax: 252.793.5062

Ms. Yanisha Mann Superintendent

August 15, 2018

To: Dr. Sonja Brown

From: David Noell

Re: Teacher Assistant Tuition Reimbursement Pilot Program

Dear Ms. Brown:

Please allow this letter to serve as our reply to the Legislators for Washington County Board of Education. For the FY 2017-2018 we did not have any participants in the program.

If you have any questions regarding this matter please feel free to contact me.

Sincerely,

David Noell

CFO

Washington County Board of Education

Cc: Ms. Mann