



# South Carolina Commission on Higher Education

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**October 6, 2011**

## **Memorandum**

**To:** Mr. Hood Temple, Chair, and Members  
Committee on Access & Equity and Student Services

**From:** Dr. Karen Woodfaulk, Director  
Student Services Division

### **FY 2010-2011 Annual Reports and FY 2012-2013 Appropriation Requests for EIA Funded Teacher Recruitment Projects**

#### **History/Background**

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education (CHE) to award grants to the public and/or private colleges and universities to improve the recruitment of teacher education candidates, allocating \$236,000 in Education Improvement Act (EIA) funds for this purpose. A consortium made up of a majority of teacher training institutions in the State submitted one combined proposal to establish the SC Teacher Recruitment Center. The proposed Center was approved by CHE and has been funded annually since FY 1986-87.

In FY 1986-87, separate appropriations to SC State University were made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY 1986-87, continuing appropriations to SC State University have been made, both through the EIA and General Fund. Beginning in FY 1990-91, appropriations for the SC Teacher Recruitment Center and the South Carolina Program for the Recruitment and Retention of Minority Teachers at SC State University were made solely through EIA.

Beginning in FY 1988-89, CHE was required, by a proviso in the General Appropriations Act, to “monitor the use” of these funds and to report on the “effectiveness of the programs” to the Senate and House Committee and to the EIA Select Committee. CHE has done so since 1988-89.

The FY 1990-91 Appropriations Act included a more comprehensive proviso which instructed CHE to “ensure that all funds are used to promote teacher recruitment on a statewide basis...ensure the continued coordination of efforts among the... teacher recruitment projects... review the use of funds and... have prior program and budget approval.”

The Annual Reports from the Center for Educator Recruitment, Retention & Advancement (CERRA) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University are submitted by CHE to the Senate and House Education Committees and to the Education Oversight Committee each December. In addition to the annual reports, historical and cumulative data are included at the request of the Access & Equity and Student Services Committee (see Attachments).

### **SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)**

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is structured under the aegis of the Department of Teacher Education. The mission of the program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, technical college transfer students and career path changers) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University’s Department of Teacher Education, SC-PRRMT is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas throughout the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

SC-PRRMT reports annually to CHE, through which the program’s EIA-based appropriations are approved. CHE is authorized to review the program’s annual budget and monitor the effectiveness of SC-PRRMT. Budget review authority is also given to the General Assembly’s Education Oversight Committee.

**SC-PRRMT  
FY2012-2013 Appropriations Request**

	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-13</b>
		Current (Estimated)	Proposed
<u>Personnel Services</u>			
Salaries	\$143,287	\$145,287	\$145,287
Fringe	34,481	32,551	32,551
 <u>Other Expenditures</u>			
Office Support	500	500	500
Postage	750	800	800
Telephone (WATS LINE)	877	800	800
Equipment & Maintenance	-0-	500	500
Printing (newsletters/ reports and other documents)	500	-0-	-0-
Forgivable Loans	163,743	153,743	153,743
Promotional Service	-0-	-0-	-0-
Summer Institute and Conferences/Workshops	-0-	-0-	-0-
Travel National/regional meetings Education Conferences/ CHE and EOC meetings Recruitment Visitations/ Exhibitions	5,973	5,301	5,301
 <b>TOTAL EXPENDITURES</b>	 <b>\$350,111</b>	 <b>\$339,482</b>	 <b>\$339,482</b>

## Center for Educator Recruitment, Retention and Advancement (CERRA)

Established by CHE in December 1985 out of a concern for the condition of South Carolina's teacher supply pool and a need for a centralized teacher recruitment effort, the purpose of CERRA is to provide leadership in identifying, attracting, placing and retaining well-qualified individuals for the teaching profession in our state. As a part of its mission, CERRA's responsibilities include adapting and responding "to changing needs for teachers from underrepresented populations, in critical subject fields and in under-served geographic areas in South Carolina." CERRA directs a variety of pre-collegiate and college programs in order to attract middle school, high school and college students (Teacher Cadets, College Partners, Teaching Fellows, Minority Recruitment programs) as well as a mid-life career changers, such as military retirees and downsized workers to education careers. Along with its recruiting efforts, CERRA is focused on retaining and advancing the careers of experienced teachers already in South Carolina's schools. In addition, CERRA provides program support for the State's teacher leaders through work with the district teachers of the year, Teacher in Residence Program, as well as National Board candidates and National Board Certified Teachers.

The CERRA Board of Directors, which oversees the Center's budget and operations, includes representatives from colleges and universities, state education agencies, professional education associations, the General Assembly and private businesses and industry. CERRA reports annually to CHE, through which the Center's EIA-based appropriations flow. CHE is responsible for monitoring the effectiveness of CERRA and is authorized to review the Center's budget. Budget review authority is also given to the General Assembly's Education Oversight Committee.

### CERRA FY2012-2013 Appropriations Request

	2010-2011	2011-2012 Current (Estimated)	2012-2013 Proposed
Office Salaries & Fringes (11 positions) <sup>1</sup>	\$598,624*	\$598,624*	\$616,944 <sup>1</sup>
Office Support	107,305	107,305	107,305
Board of Directors	4,750	4,750	4,750
Staff Travel (11 full time positions)	30,200	30,200	30,200
Teacher Leaders (Teacher Forum & Advisory Board)	14,000	14,000	14,000
Teacher Database	7,000	7,000	7,000
Teacher Cadet Program	17,275	17,275	17,275
Teacher Educators	2,500	2,500	2,500
ProTeam/Team 9 Program	1,500	1,500	1,500
Teaching Fellows	2,971,070	2,971,070	2,971,070
Minority Recruitment	166,500	166,500	166,500
Marketing/Publications	15,000	15,000	15,000
<b>TOTAL EXPENDITURES</b>	<b>\$3,935,724</b>	<b>\$3,935,724</b>	<b>\$3,954,044</b>

Note:

\*Includes Teacher of the Year (TOY) salary/fringe line item of \$31,680

<sup>1</sup> \$18,320 requested to restore TOY salary/fringe line item to \$50,000 (\$31,680 + \$18,320).

The total appropriations requests for FY 2012-13 for both programs remain unchanged from FY 2011-12 levels with exception to the \$18,320 increase to restore the CERRA Teacher of the Year (TOY) salary/fringe line to \$50,000. This amount will allow for CERRA to adjust salary/fringe should a salary increase occur within the TOY's school district. The program directors of both SC-PRRMT and CERRA continue to express concerns about the effect of state budget cuts on delivery of services and the need to restore the program budgets to the FY 2007 levels.

### **Recommendation**

The Access & Equity and Student Services Committee recommends approval of the FY 2012-13 appropriations requests in the amount of \$339,482 for the SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) and \$3,954,044 for the Center for Educator Recruitment, Retention and Advancement (CERRA).