



# South Carolina Commission on Higher Education

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## Agenda Item 7.03 C

### Memorandum

TO: Dr. Layton R. McCurdy, Chairman, and Members  
S.C. Commission on Higher Education

FROM: Ms. Cynthia Mosteller, Chairperson  
Members of the Access & Equity and Student Services Committee

DATE: October 30, 2008

### Consideration of FY 2007 – 2008 Program Summaries and Appropriation Requests for FY 2009-2010 for EIA Funded Teacher Recruitment Projects

#### History/Background

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education 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 the Commission 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 Program for the Recruitment and Retention of Minority Teachers at SC State University were made solely through EIA.

Beginning in FY 1988-89, the Commission on Higher Education 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. The Commission has done so since 1988-89.

The FY 1990-91 Appropriations Act included a more comprehensive proviso which instructed the Commission 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 the Commission 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 (**Attachments I and II**).

### **The 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 Division of Academic Affairs. 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 School of 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 the SC Commission on Higher Education (CHE), through which the Program’s EIA-based appropriations are approved. The Commission 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.

As of May 2008, SC-PRRMT has graduated 134 students. Among those graduates, 128 (96%) were placed as teachers and 42 (31%) are employed in state-declared critical need subject areas. In addition, of the 134 graduates, 112 are employed in SC critical geographic schools. During FY 2007-2008, 46 students were awarded forgivable loans. The total loan amount disbursed during this period was \$200,000.

**SC-PRRMT FY 2009-2010 Appropriations Request**

	2008-2009 Budget	Change	2009-2010 Proposed Budget
<u>Personnel Services</u>			
1. Salaries	\$174,223	\$5226.69	\$179,449.69
2. Fringes	42,417	1,272.51	43,689.51
Total Personnel	\$216,640	6,449.20 <sup>1</sup>	223,139.20
 <u>Other Expenditures</u>			
Office Support	2,000		2,000
Postage	2,000		2,000
Telephone (WATS LINE)	2,000		2,000
Equipment & Maintenance	2,599		2,599
Printing (Newsletter/ Report and other documents)	5,261		5,261
Forgivable Loans	200,000		200,000
Promotional Service (TV Ad)	8,000		8,000
Summer Institute and Conferences/Workshops	18,000	(6,499.20) <sup>1</sup>	11,500.80
Travel National/regional meetings Education Conferences/ CHE and EOC meetings Recruitment Visitations/ Exhibitions	10,500		10,500
Total Other Expenditures	\$250, 360.00	(\$6,449.20)	\$243,860.80
 TOTAL EXPENDITURES	 \$467,000.00		 \$467,000.00

Budget Notes:

1 = Three (3) percent cost of living increases for employees. See adjustment under Summer Institute and Conferences/Workshops.

Under Personnel Services, the FY 2009-10 SC-PRRMT budget request shows an increase in salaries (\$5,226.69) and fringe salaries (\$1272.51) which totals \$6499.20. This reflects a cost of living adjustment. The total budget request (\$467,000) remains unchanged due the adjustment to the Summer Institute and Conferences/Workshops budget item.

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

Established by the Commission on Higher Education 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 (ProTeam/Team9, Teacher Cadet, College Partners, Teaching Fellows, Minority Recruitment) 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 Annual Report includes the total amount of funds expended on each program from FY 2003 to FY 2008 (**Attachment II**).

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 the SC Commission on Higher Education (CHE), through which the Center's EIA-based appropriations flow. The Commission is charged with 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 FY 2009-2010 Appropriations Request

	2008-2009 Budget	Change	2009-2010 Proposed Budget
Office Salaries & Fringes (11 full time positions)	\$654,070	\$19, 625 <sup>1</sup>	\$673,695
Office Support	195,615		195,615
Board of Directors	9,250		9,250
Staff Travel (11 full time positions)	37,600	\$10,000 <sup>2</sup>	47,600
Teacher Leaders (Teacher Forum & Advisory Board)	128,810		128,810
Teacher Database	24,000		24,000
Teacher Cadet Program	90,265		90,265
Teacher Educators	119,405		119,405
ProTeam/Team9 Program	50,405		50,405
Teaching Fellows	3,545,379	2,154,621 <sup>3</sup>	5,700,000
Minority Recruitment	162,589		162,589
Marketing/Publications	25,544		25,544
Retention/Mentoring	23,203	15,000 <sup>4</sup>	38,203
Target Recruitment	23,203		23,203
<b>TOTAL EXPENDITURES</b>	<b>\$5,089,338</b>	<b>\$2,199,246</b>	<b>\$7,288,584</b>

### Budget Notes:

- 1 = Three (3) percent cost of living increases for employees. In addition, CERRA must meet the salary increases given to Teachers in Residence by their district of record, an average of 6.5 percent, as well as an increase of 14 percent in the salary and fringes differential between the 2008 State Teacher of the Year and new 2009 State Teacher of the Year.
- 2 = The general economic impact of travel costs has risen as well as Winthrop's mandatory increase in rate-per-mile for FY 09.
- 3 = Funding has been able to support 175 Fellowships per year. Due to EIA budget reductions, the budget for FY 09 will support funding for 140. To restore funding to the 2008 level, to encourage Fellows from high turnover districts to return to those districts as teachers, and to offer an additional 50 scholarships and add at least two additional Fellows institutions will cost \$2,154,621.
- 4 = CERRA provides mentor training and train-the-trainer workshops as stipulated in the *South Carolina Mentoring and Induction Guidelines*. To provide advanced training as stipulated in the *Guidelines* requires continual staff professional development to support training and mentoring efforts as requested by school districts.

The EIA budget restrictions for FY 2009-2010 will significantly decrease funding support for Teaching Fellows. The present budget will only support 140 Fellows beginning FY 2009-2010. The CERRA budget request for FY 2009-2010 reflects a restoration of the budget to FY 2008 funding levels and was approved by the CERRA Executive Committee on September 5, 2008. This request will allow CERRA to offer 50 more Fellowships. In addition, this budget request will add at least two additional Teaching Fellows institutions, thereby increasing the number of Fellows institutions in the state from ten to twelve.

In addition, CERRA requests funding to increase the retention of teachers in high-turnover districts. Seventy-five Fellows from high-turnover districts who return to teach in their home district would receive an additional \$1,000 per year. The total cost for 75 students is \$300,000 (75 students x \$1000 per year x 4 years). By adding 50 Fellows, two additional Fellows institutions in the state and awarding \$1000 to a maximum of 75 Teacher Fellows who return to teach in high turnover districts, the increased amount is \$2,154,621. Therefore, the total request for the Teaching Fellows Program for FY 2009-2010 is \$5,700,000.

The budget reflects a three (3) percent inflationary salary increase for CERRA staff. CERRA must meet the salary increases given to Teachers in Residence by their district of record, an average of 6.5 percent, as well as an increase of 14 percent in the salary and fringes differential between the 2008 State Teacher of the Year and new 2009 State Teacher of the Year.

The additional budget requests include \$15,000 to provide professional development (advanced mentor training workshops as stipulated in the *South Carolina Mentoring and Induction Guidelines*) as requested by school districts and a \$10,000 increase in travel costs (general and mandatory rate-per-mile increase in travel).

### **Recommendation**

The Committee on Access & Equity and Student Services recommends that the S.C. Commission on Higher Education approve the FY 2009-10 budgets in the amount of \$467,000 for the SC Program for the Recruitment and Retention of Minority Teachers and \$7,288,584 for the Center for Educator Recruitment, Retention and Advancement.