GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2005

Η

HOUSE DRH30467-LE-237 (4/7)

| Short Title: | Teacher Retention and Recruitment. | | | | | | | | |
|--------------|------------------------------------|---------|----------|----------|-----|--------|----------|--|--|
| Sponsors: | Representatives Sponsors). | Carney, | Johnson, | Preston, | and | Yongue | (Primary | | |
| Referred to: | | | | | | | | | |

A BILL TO BE ENTITLED

2 AN ACT TO APPROPRIATE FUNDS FOR TEACHER RECRUITMENT AND 3 RETENTION.

4 The General Assembly of North Carolina enacts:

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LOCAL INITIATIVES TO RECRUIT AND RETAIN TEACHERS

7 SECTION 1. There is appropriated from the General Fund to the Department of Public Instruction the sum of twenty million dollars (\$20,000,000) for 8 the 2006-2007 fiscal year for local initiatives to recruit and retain teachers. The State 9 Board of Education shall allocate forty percent (40%) of any such funds to local school 10 administrative units on the basis of projected average daily membership, thirty-five 11 percent (35%) on the basis of the 2005-2006 low-wealth supplemental funding formula, 12 and twenty-five percent (25%) on the basis of growth in average daily membership over 13 the last four school years. Local school administrative units shall use these funds for 14 one or more of the following initiatives to recruit and retain teachers: 15

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(1) Recruiting bonuses;

- (2) Interest-free loans to teachers;
- (3) Stipends for teacher training;
- 19 (4) Teacher as leader programs;
- 20 (5) Annual bonuses for teachers certified in the fields of mathematics,
 21 science, special education, or other fields in which there is a shortage
 22 of qualified teachers;
- 23 (6) Annual bonuses for teachers at schools with high percentages of
 24 low-performing students; and
- 25 (7) Other local initiatives to recruit and retain teachers.

| 1 | Local boards of education shall report to the State Board of | | | | | | |
|----|--|--|--|--|--|--|--|
| 2 | Education on local initiatives implemented with these funds and on the | | | | | | |
| 3 | effectiveness of those local initiatives in recruiting and retaining | | | | | | |
| 4 | teachers. | | | | | | |
| 5 | The State Board of Education shall report to the Joint Legislative | | | | | | |
| 6 | Education Oversight Committee on the effectiveness of the different | | | | | | |
| 7 | local initiatives by December 15, 2006. | | | | | | |
| 8 | · | | | | | | |
| 9 | INCENTIVES FOR TEACHERS WHO TEACH IN LOW-PERFORMING | | | | | | |
| 10 | SCHOOLS | | | | | | |
| 11 | SECTION 2.(a) There is appropriated from the General Fund to the | | | | | | |
| 12 | Department of Public Instruction the sum of three million dollars (\$3,000,000) for the | | | | | | |
| 13 | 2006-2007 fiscal year to provide an annual bonus of two thousand five hundred dollars | | | | | | |
| 14 | (\$2,500) to teachers with national certification from the National Board for Professional | | | | | | |
| 15 | Teaching Standards (NBPTS) who teach in schools at which (i) eighty percent (80%) or | | | | | | |
| 16 | more of the students are eligible for free or reduced lunch or (ii) fifty percent (50%) or | | | | | | |
| 17 | more of students performing below grade level on end-of-grade or end-of-course tests. | | | | | | |
| 18 | The bonus shall be paid monthly with matching benefits. Teachers shall remain eligible | | | | | | |
| 19 | for the bonuses so long as they continue to teach in one of these disciplines at a school | | | | | | |
| 20 | that was eligible for the bonus program when the teacher first received the bonus. | | | | | | |
| 21 | For the 2006-2007 fiscal year, no more than 1,500 teachers may qualify for | | | | | | |
| 22 | this bonus. | | | | | | |
| 23 | SECTION 2.(b) In accordance with G.S. 115C-325 and by way of | | | | | | |
| 24 | clarification, it shall not constitute a demotion as that term is defined in | | | | | | |
| 25 | G.S. 115C-325(a)(4), if: | | | | | | |
| 26 | (1) A teacher who receives a bonus pursuant to this act is reassigned to a | | | | | | |
| 27 | school at which there is no such bonus; | | | | | | |
| 28 | (2) A teacher who receives a bonus pursuant to this act is reassigned to | | | | | | |
| 29 | teach in a field for which there is no such bonus; or | | | | | | |
| 30 | (3) A teacher receives a bonus pursuant to this act, and the bonus is | | | | | | |
| 31 | subsequently discontinued or reduced. | | | | | | |
| 32 | | | | | | | |
| 33 | TAX CREDIT FOR TEACHERS | | | | | | |
| 34 | SECTION 3.(a) Part 2 of Article 4 of Chapter 105 of the General Statutes is | | | | | | |
| 35 | amended by adding a new section to read: | | | | | | |
| 36 | " <u>§ 105-151.30. Credit for public school teachers.</u> | | | | | | |
| 37 | (a) Credit. – An individual who is employed as a public school teacher for at | | | | | | |
| 38 | least 16 weeks during the taxable year is allowed as a credit against the tax imposed by | | | | | | |
| 39 | this Part an amount equal to the following: | | | | | | |
| 40 | (1) Five hundred dollars (\$500.00) for an individual who has, as of the last | | | | | | |
| 41 | day of the taxable year, completed at least one but less than five years | | | | | | |
| 42 | of service as a public school teacher. | | | | | | |

| | General | Session 2005 | | | | | |
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| 1 | | (2) | | | | | |
| 1 2 | | <u>(2)</u> | One thousand dollars (\$1,000) for an individual who h day of the taxable year, completed at least five but less | | | | |
| 2 3 | | | of service as a public school teacher. | ss than 10 years | | | |
| 4 | (b) | Credi | t Limitation. – This credit may not exceed the amount of | tax imposed by | | | |
| 5 | | | e taxable year reduced by the sum of all credits allows | | | | |
| 6 | payment made by or on behalf of the taxpayer. Any unused portion of the credit may be | | | | | | |
| 7 | | | for the succeeding five years. | | | | |
| 8 | (c) | | itions. – The following definitions apply in this section: | | | | |
| 9 | | (1) | Public school Any elementary or secondary school | l located within | | | |
| 10 | | | the borders of this State that is operated by | | | | |
| 11 | | | administrative unit, any charter school approved by the | e State Board of | | | |
| 12 | | | Education and operated in the State, the State, a branc | ch of the federal | | | |
| 13 | | | government, or a federally recognized Indian tribe. | | | | |
| 14 | | <u>(2)</u> | Public school teacher. – A full-time permanent emplo | | | | |
| 15 | | | school who spends at least fifty percent (50%) of | the school day | | | |
| 16 | | | providing classroom instruction." | | | | |
| 17 | | SEC. | FION 3.(b) G.S. 105-160.3(b) is amended by adding a 1 | new subdivision | | | |
| 18 | to read: | | | | | | |
| 19 | | " <u>(8)</u> | * | | | | |
| 20 | с. т | | FION 3.(c) This section is effective for taxable years | | | | |
| 21 | | • | 2007. This section is repealed effective for taxable year | irs beginning on | | | |
| 22 | or after J | • | | 1: 1: 1: 4: | | | |
| 23 | Ctata a f | | FION 3.(d) This section does not affect the rights or | | | | |
| 24 | State, a taxpayer, or another person arising under a statute amended or repealed by this | | | | | | |
| 25 26 | section before the effective date of its amendment or repeal; nor does it affect the right to any refund or credit of a tay that accrued under the amended or repealed statute | | | | | | |
| 20 27 | to any refund or credit of a tax that accrued under the amended or repealed statute before the effective date of its amendment or repeal. | | | | | | |
| 27 | | | tive date of its amendment of repeat. | | | | |
| 28 29 | EFFEC | LIVE I |)ATE | | | | |
| 30 | | | FION 4. This act becomes effective July 1, 2006. | | | | |