

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2025

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HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH30311-MTAp-26A

Short Title: Teacher Retention and Recruitment. (Public)

Sponsors: Representative Echevarria.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO PROVIDE A TUITION WAIVER FOR CHILDREN OF ELIGIBLE VETERAN
3 TEACHERS, TO REINSTATE EDUCATION-BASED SALARY SUPPLEMENTS FOR
4 TEACHERS, TO CODIFY AND EXPAND THE TEACHER BONUS PROGRAM, TO
5 REVISE THE TEACHING FELLOWS PROGRAM, TO REVIVE THE RETIRED
6 TEACHERS PROGRAM, TO PROVIDE FOR TEACHER LICENSURE RECIPROCITY,
7 AND TO STRENGTHEN REPORTING REQUIREMENTS FOR THREATS AND
8 ASSAULTS ON TEACHERS.

9 The General Assembly of North Carolina enacts:

10
11 **PART I. TUITION WAIVER FOR CHILDREN OF ELIGIBLE VETERAN TEACHERS**

12 **SECTION 1.(a)** G.S. 115B-1 reads as rewritten:

13 **"§ 115B-1. Definitions.**

14 The following definitions apply in this Chapter:

- 15 (1) 12-year teacher. – An eligible teacher with 12 years of service as a teacher in
16 a public school unit.
- 17 (2) 16-year teacher. – An eligible teacher with 16 years of service as a teacher in
18 a public school unit.
- 19 (3) 20-year teacher. – An eligible teacher with 20 years of service as a teacher in
20 a public school unit.
- 21 ~~(4)~~(4) Correctional officer. – An employee of an employer who is certified as a State
22 correctional officer under the provisions of Article 1 of Chapter 17C of the
23 General Statutes.
- 24 (5) Eligible teacher. – A teacher employed on a full-time basis as a teacher in a
25 public school unit.
- 26 ~~(4a)~~(6) Employer. – The State of North Carolina and its departments, agencies, and
27 institutions; or a county, city, town, or other political subdivision of the State.
- 28 ~~(2)~~(7) Firefighter or volunteer firefighter. – The same as provided in G.S. 58-86-25
29 for "eligible firemen".
- 30 ~~(3)~~(8) Law enforcement officer. – An employee or volunteer of an employer who
31 possesses the power of arrest, who has taken the law enforcement oath
32 administered under the authority of the State as prescribed by G.S. 11-11, and
33 who is certified as a law enforcement officer under the provisions of Article 1
34 of Chapter 17C of the General Statutes or certified as a deputy sheriff under
35 the provisions of Chapter 17E of the General Statutes. "Law enforcement
36 officer" also means the sheriff of the county.



- 1 ~~(4)~~(9) Permanently and totally disabled as a direct result of a traumatic injury
2 sustained in the line of duty. – A person: (i) who as a law enforcement officer,
3 correctional officer, firefighter, volunteer firefighter, or rescue squad worker
4 suffered a disabling injury while in active service or training for active service,
5 (ii) who at the time of active service or training was a North Carolina resident,
6 and (iii) who has been determined to be permanently and totally disabled for
7 compensation purposes by the North Carolina Industrial Commission.
- 8 ~~(5)~~(10) Rescue squad worker. – The same as provided in G.S. 58-86-30 for "eligible
9 rescue squad worker".
- 10 ~~(6)~~(11) Survivor. – Any person whose parent, legal guardian, legal custodian, or
11 spouse: (i) was a law enforcement officer, a correctional officer, a firefighter,
12 a volunteer firefighter, or a rescue squad worker, (ii) was killed while in active
13 service or training for active service or died as a result of a service-connected
14 disability, and (iii) at the time of active service or training was a North
15 Carolina resident. The term does not include the widow or widower of a law
16 enforcement officer, correctional officer, firefighter, volunteer firefighter, or
17 a rescue squad worker if the widow or widower has remarried.
- 18 ~~(7)~~(12) Tuition. – The amount charged for registering for a credit hour of instruction
19 and shall not be construed to mean any other fees or charges or costs of
20 textbooks."

21 **SECTION 1.(b)** G.S. 115B-2 reads as rewritten:

22 "**§ 115B-2. Tuition waiver authorized.**

23 (a) The constituent institutions of The University of North Carolina and the community
24 colleges as defined in G.S. 115D-2(2) shall permit the following persons to attend classes for
25 credit or noncredit purposes without the required payment of tuition:

- 26 (1) Repealed by Session Laws 2009-451, s. 8.11(a), effective July 1, 2009.
- 27 (2) Any person who is the survivor of a law enforcement officer, correctional
28 officer, firefighter, volunteer firefighter, or rescue squad worker killed as a
29 direct result of a traumatic injury sustained in the line of duty.
- 30 (3) The spouse of a law enforcement officer, correctional officer, firefighter,
31 volunteer firefighter, or rescue squad worker who is permanently and totally
32 disabled as a direct result of a traumatic injury sustained in the line of duty.
- 33 (4) Any child, if the child is at least 17 years old but not yet 24 years old, whose
34 parent, legal guardian, or legal custodian is a law enforcement officer,
35 correctional officer, 20-year teacher, firefighter, volunteer firefighter, or
36 rescue squad worker who is permanently and totally disabled as a direct result
37 of a traumatic injury sustained in the line of duty. ~~However, a child's eligibility
38 for a waiver of tuition under this Chapter shall not exceed: (i) 54 months, if
39 the child is seeking a baccalaureate degree, or (ii) if the child is not seeking a
40 baccalaureate degree, the number of months required to complete the
41 educational program to which the child is applying.~~
- 42 (5) Any child, if the child (i) is at least 17 years old but not yet 24 years old, (ii)
43 is a ward of North Carolina or was a ward of the State at the time the child
44 reached the age of 18, (iii) is a resident of the State; and (iv) is eligible for
45 services under the Chaffee Education and Training Vouchers Program; but the
46 waiver shall only be to the extent that there is any tuition still payable after
47 receipt of other financial aid received by the student.
- 48 (6) Any child enrolled in a regional school established pursuant to Part 10 of
49 Article 16 of Chapter 115C of the General Statutes who enrolls in classes at a
50 constituent institution or community college which has a written agreement
51 with the regional school.

1 (a1) The constituent institutions of The University of North Carolina and the community
 2 colleges as defined in G.S. 115D-2(2) shall permit any child, if the child is at least 17 years old
 3 but not yet 24 years old, whose parent, legal guardian, or legal custodian is one of the following
 4 to attend classes for credit or noncredit purposes at a reduced rate of tuition, as follows:

5 (1) For 16-year teachers, at a rate of seventy-five percent (75%) of the tuition rate
 6 for the constituent institution or community college where the child is
 7 enrolled.

8 (2) For 12-year teachers, at a rate of fifty percent (50%) of the tuition rate for the
 9 constituent institution or community college where the child is enrolled.

10 (a2) A child's eligibility for a waiver of tuition under this Chapter shall not exceed (i) 54
 11 months if the child is seeking a baccalaureate degree or (ii) if the child is not seeking a
 12 baccalaureate degree, the number of months required to complete the educational program to
 13 which the child is applying.

14 (b) Persons eligible for the tuition waiver under subsection (a) of this section must meet
 15 admission and other standards considered appropriate by the educational institution. In addition,
 16 the constituent institutions of The University of North Carolina shall accept these persons only
 17 on a space available basis."

18 **SECTION 1.(c)** There is appropriated from the General Fund to the Board of
 19 Governors of The University of North Carolina the sum of two million dollars (\$2,000,000) in
 20 recurring funds for the 2025-2026 fiscal year to provide tuition waivers for children of eligible
 21 veteran teachers in accordance with Chapter 115B of the General Statutes, as amended by this
 22 section.

23 **SECTION 1.(d)** No later than February 15, 2026, The University of North Carolina
 24 System Office shall report to the Joint Legislative Education Oversight Committee and the Fiscal
 25 Research Division on the actual costs of the waivers for children of eligible veteran teachers
 26 adopted pursuant to subsections (a) and (b) of this section. It is the intent of the General Assembly
 27 to adjust the recurring appropriation for these waivers, as needed, in accordance with this report.

28 **SECTION 1.(e)** This section is effective when it becomes law and applies beginning
 29 with the 2025-2026 academic year.

30 **PART II. PROFESSIONAL EVALUATION TOOLS**

31 **SECTION 2.** No later than November 1, 2026, the State Board of Education shall
 32 report to the Joint Legislative Education Oversight Committee on at least three potential
 33 professional evaluation tools for teachers to provide feedback to teachers on their professional
 34 development and to provide administrators with information on teacher quality. The professional
 35 evaluation tools shall meet at least the following criteria:

36 (1) Be evidence-based and replicable.

37 (2) Take into account existing measures of teacher effectiveness, including
 38 student performance and EVAAS student growth index scores.

39 (3) Include professional feedback, including student surveys and independent
 40 performance evaluations from third-party entities.

41 (4) For at least two of the professional evaluation tools proposed by the State
 42 Board, be viewable by teachers throughout the school years.

43 **PART III. REVIVE AND REVISE RETIRED TEACHERS PROGRAM**

44 **SECTION 3.(a)** G.S. 115C-302.4 is reenacted as it existed immediately prior to its
 45 expiration and expires effective June 30, 2030.

46 **SECTION 3.(b)** G.S. 115C-302.4, as reenacted by this act, reads as rewritten:

47 "**§ 115C-302.4. High-need retired-Reemploy qualifying retired teachers.**

48 ~~(a) Definitions. The following definitions apply in this section:~~ Definition. – For
 49 purposes of this section, the term "qualifying retired teacher" refers to a teacher who is a
 50 qualifying retired teacher.
 51

- 1 (1) ~~High-need retired teacher.~~—A beneficiary of the Teachers' and State Employees'
2 Retirement System of North Carolina who meets ~~both~~all of the following requirements:
- 3 a.~~(1)~~ ~~Retired on or before February 1, 2019, at least two months prior to the date on~~
4 ~~which the beneficiary is scheduled to be reemployed pursuant to this section~~
5 ~~after attaining (i) the age of at least 65 with five years of creditable service,~~
6 ~~(ii) the age of at least 60 with 25 years of creditable service, or (iii) 30 years~~
7 ~~of creditable service.~~
- 8 b.~~(2)~~ ~~Is reemployed by a local board of education to provide classroom instruction~~
9 ~~as a teacher, as defined in G.S. 135-1(25), employed on an annual contract to~~
10 ~~provide classroom instruction exclusively at a high-need school or schools in~~
11 ~~a public school unit.~~
- 12 (3) ~~Prior to his or her retirement taught a subject area in three of the prior five~~
13 ~~school years in which a majority of the students of the teacher had EVAAS~~
14 ~~student growth index scores that met or exceed expected growth.~~
- 15 (4) ~~Has not been reemployed by any other local board of education pursuant to~~
16 ~~this section.~~
- 17 (2) ~~High-need school.~~—A school that, at any point on or after July 1, 2017, meets
18 ~~one of the following criteria:~~
- 19 a. ~~Is a Title I school. As used in this sub-subdivision, a Title I school is a~~
20 ~~school identified under Part A of Title I of the Elementary and~~
21 ~~Secondary Education Act of 1965, as amended.~~
- 22 b. ~~Receives an overall school performance grade of D or F, as calculated~~
23 ~~by the State Board of Education pursuant to G.S. 115C-83.15(d).~~
- 24 (3) ~~STEM.~~—~~Science, technology, engineering, and mathematics.~~
- 25 (b) Salary Level. – A ~~high-need-qualifying~~ retired teacher shall be compensated as
26 follows:
- 27 (1) Except as provided in subdivision (2) of this subsection, a ~~high-need~~
28 ~~qualifying~~ retired teacher shall be paid on the first step of the teacher salary
29 schedule.
- 30 (2) If a ~~high-need-qualifying~~ retired teacher serves as a teacher in any of the
31 following licensure areas, he or she shall be paid on the sixth step of the
32 teacher salary schedule:
- 33 a. STEM.
- 34 b. Special education.
- 35 (c) ~~No-Eligible for State Salary Supplements or Supplements; No Increase in Salary.~~ – A
36 ~~high-need-qualifying~~ retired teacher shall ~~not~~shall be eligible to receive any State salary
37 ~~supplement or State bonus.~~ supplements and State bonuses. A ~~high-need-qualifying~~ retired
38 teacher shall not move beyond the salary steps prescribed by subsection (b) of this section,
39 regardless of the length of time spent as a ~~high-need-qualifying~~ retired teacher.
- 40 (d) Local Salary Supplement. – A ~~high-need-qualifying~~ retired teacher shall receive any
41 local salary supplements that are given to employees of the local board of education.
- 42 (e) Term of Contract. – A contract between the local board of education and a ~~high-need~~
43 ~~qualifying~~ retired teacher shall be for a term of no more than one school year. The contract may
44 be renewed on an annual basis for up to five years.
- 45 (f) ~~Identification of STEM and Special Education Licensure Areas.~~—~~The Superintendent~~
46 ~~of Public Instruction shall identify and provide to each local school administrative unit a list of~~
47 ~~STEM and special education licensure areas that qualify for reemployment pursuant to~~
48 ~~subdivision (b)(2) of this section. Local school administrative units shall make the list of STEM~~
49 ~~and special education licensure areas available to high-need-retired teachers."~~

50 **SECTION 3.(c)** G.S. 135-3(a)(8) is amended by adding a new sub-subdivision to
51 read:

1 "i. Notwithstanding sub-subdivisions c. and d. of this subdivision, the
2 computation of postretirement earnings under this subdivision shall
3 not include earnings while a beneficiary is employed as a qualifying
4 retired teacher under G.S. 115C-302.4(a) and the beneficiary shall not
5 be restored to service as a teacher or employee. The Department of
6 Public Instruction shall certify to the Retirement System that a
7 beneficiary is employed by a local board of education as a qualifying
8 retired teacher. No later than September 15 annually, a local board of
9 education shall inform the Retirement System if it will not employ any
10 qualifying retired teachers for that school year. The retirement
11 allowance of a beneficiary who retired on an early or service
12 retirement shall not cease due to reemployment as a qualifying retired
13 teacher. A beneficiary reemployed as a qualifying retired teacher is not
14 entitled to any benefits otherwise provided under this Chapter as a
15 result of this period of employment."

16 **SECTION 3.(d)** G.S. 135-3(a)(8)c1. reads as rewritten:

17 "c1. Within 90 days of the end of each month in which a beneficiary is
18 reemployed under the provisions of sub-subdivision c. or i. of this
19 subdivision, each employer shall provide a report for that month on
20 each reemployed beneficiary, including the terms of the
21 reemployment, the date of the reemployment, and the amount of the
22 monthly compensation. If the required report is not received within the
23 required 90 days, then the Board may do any or all of the following:
24 "

25 **SECTION 3.(e)** G.S. 135-3(d) reads as rewritten:

26 "(d) If a beneficiary who retired on an early or service retirement allowance under this
27 Chapter is reemployed by, or otherwise engaged to perform services for, an employer
28 participating in the Retirement System on a part-time, temporary, interim, or on a fee for service
29 basis, whether contractual or otherwise at any time during (i) the six months immediately
30 following the effective date of retirement or (ii) only if the beneficiary is a qualifying retired
31 teacher, as defined in G.S. 115C-302.4(a), the two months immediately following the effective
32 date of retirement, then the option of the following subdivisions that has the lesser financial
33 impact on the member, as determined by the Retirement System, shall be applied:

34 "

35 **SECTION 3.(f)** G.S. 135-1(10) reads as rewritten:

36 "(10) "Employee" shall mean all full-time employees, agents or officers of the State
37 of North Carolina or any of its departments, bureaus and institutions other than
38 educational, whether such employees are elected, appointed or employed:
39 Provided that the term "employee" shall not include employees of the
40 University of North Carolina Health Care System who are not eligible for
41 participation under G.S. 135-5.6, employees of the East Carolina University
42 School of Medicine or Dental School of Medicine who are not eligible for
43 participation under G.S. 135-5.7, any person who is a member of the
44 Consolidated Judicial Retirement System, any member of the General
45 ~~Assembly or Assembly~~, any qualifying retired teacher as defined under
46 G.S. 115C-302.4(a), or any part-time or temporary employee.
47 Notwithstanding any other provision of law, "employee" shall include all
48 employees of the General Assembly except participants in the Legislative
49 Intern Program, pages, and beneficiaries in receipt of a monthly retirement
50 allowance under this Chapter who are reemployed on a temporary basis.
51 "Employee" also includes any participant whose employment is interrupted

1 by reason of service in the Uniformed Services, as that term is defined in
2 section 4303(16) of the Uniformed Services Employment and Reemployment
3 Rights Act, Public Law 103-353, if that participant was an employee at the
4 time of the interruption; if the participant does not return immediately after
5 that service to employment with a covered employer in this System, then the
6 participant shall be deemed "in service" until the date on which the participant
7 was first eligible to be separated or released from his or her involuntary
8 military service. In all cases of doubt, the Board of Trustees shall determine
9 whether any person is an employee as defined in this Chapter. "Employee"
10 shall also mean every full-time civilian employee of the North Carolina
11 National Guard who is employed pursuant to section 709 of Title 32 of the
12 United States Code and paid from federal appropriated funds, but held by the
13 federal authorities not to be a federal employee: Provided, however, that the
14 authority or agency paying the salaries of such employees shall deduct or
15 cause to be deducted from each employee's salary the employee's contribution
16 in accordance with applicable provisions of G.S. 135-8 and remit the same,
17 either directly or indirectly, to the Retirement System; coverage of employees
18 described in this sentence shall commence upon the first day of the calendar
19 year or fiscal year, whichever is earlier, next following the date of execution
20 of an agreement between the Secretary of Defense of the United States and
21 the Adjutant General of the State acting for the Governor in behalf of the State,
22 but no credit shall be allowed pursuant to this sentence for any service
23 previously rendered in the above-described capacity as a civilian employee of
24 the North Carolina National Guard: Provided, further, that the Adjutant
25 General, in the Adjutant General's discretion, may terminate the Retirement
26 System coverage of the above-described North Carolina National Guard
27 employees if a federal retirement system is established for such employees
28 and the Adjutant General elects to secure coverage of such employees under
29 such federal retirement system. Any full-time civilian employee of the North
30 Carolina National Guard described above who is now or hereafter may
31 become a member of the Retirement System may secure Retirement System
32 credit for such service as a North Carolina National Guard civilian employee
33 for the period preceding the time when such employees became eligible for
34 Retirement System coverage by paying to the Retirement System an amount
35 equal to that which would have constituted employee contributions if the
36 employee had been a member during the years of ineligibility, plus interest.
37 Employees of State agencies, departments, institutions, boards, and
38 commissions who are employed in permanent job positions on a recurring
39 basis must work at least 30 hours per week for nine or more months per
40 calendar year in order to be covered by the provisions of this subdivision. On
41 and after August 1, 2001, a person who is a nonimmigrant alien and who
42 otherwise meets the requirements of this subdivision shall not be excluded
43 from the definition of "employee" solely because the person holds a temporary
44 or time-limited visa."

45 **SECTION 3.(g)** G.S. 135-1(20) reads as rewritten:

46 "(20) "Retirement" under this Chapter, except as otherwise provided, means the
47 commencement of monthly retirement benefits along with termination of
48 employment and the complete separation from active service with no intent or
49 agreement, express or implied, to return to service. A retirement allowance
50 under the provisions of this Chapter may only be granted upon retirement of
51 a member. In order for a member's retirement to become effective in any

1 month, the member must perform no work for an employer, including
2 part-time, temporary, substitute, or contractor work, at any time during (i) the
3 six months immediately following the effective date of ~~retirement~~ retirement
4 or (ii), only if the member is a qualifying retired teacher as defined in
5 G.S. 115C-302.4(a), the two months immediately following the effective date
6 of retirement. A member who is a full-time faculty member of The University
7 of North Carolina may effect a retirement allowance under this Chapter,
8 notwithstanding the six-month requirement above, provided the member
9 immediately enters the University's Phased Retirement Program for Tenured
10 Faculty as that program existed on May 25, 2011. For purposes of this
11 subdivision, all of the following shall not be considered service or work:

12"

13 **SECTION 3.(h)** G.S. 135-48.40(b)(1a) reads as rewritten:

14 "(1a) All retirees who ~~(i) are~~ meet all of the following criteria:

- 15 a. The retiree is employed by an employing unit that elects to be covered
16 by this subdivision, (ii) do ~~subdivision.~~
17 b. The retiree does not qualify for coverage under subdivision (1) of this
18 subsection, and (iii) are ~~subsection.~~
19 c. The retiree is either a qualifying retired teacher under G.S. 115C-302.4
20 or is determined to be "full-time" by their employing unit in
21 accordance with section 4980H of the Internal Revenue Code and the
22 applicable regulations, as amended.

23 The employing unit shall pay the employer premiums for retirees who enroll
24 under this subdivision."

25 **SECTION 3.(i)** G.S. 135-106(b) reads as written:

26 "(b) After the commencement of benefits under this section, the benefits payable under
27 the terms of this section during the first 36 months of the long-term disability period shall be
28 equal to sixty-five percent (65%) of 1/12th of the annual base rate of compensation last payable
29 to the participant or beneficiary prior to the beginning of the short-term disability period as may
30 be adjusted for percentage increases as provided under G.S. 135-108, plus sixty-five percent
31 (65%) of 1/12th of the annual longevity payment to which the participant or beneficiary would
32 be eligible, to a maximum of three thousand nine hundred dollars (\$3,900) per month reduced by
33 any primary Social Security disability benefits to which the beneficiary may be entitled, effective
34 as of the first of the month following the month of initial entitlement, and by monthly payments
35 for Workers' Compensation to which the participant or beneficiary may be entitled. When
36 primary Social Security disability benefits are increased by cost-of-living adjustments, the
37 increased reduction shall be applied in the first month following the month in which the member
38 becomes entitled to the increased Social Security benefit. The monthly benefit shall be further
39 reduced by the amount of any monthly payments from the federal Department of Veterans
40 Affairs, any other federal agency or any payments made under the provisions of G.S. 127A-108,
41 to which the participant or beneficiary may be entitled on account of the same disability.
42 Provided, in any event, the benefit payable shall be no less than ten dollars (\$10.00) a month.
43 However, a disabled participant may elect to receive any salary continuation as provided in
44 G.S. 135-104 in lieu of long-term disability benefits; provided such election shall not extend the
45 first 36 consecutive calendar months of the long-term disability period. An election to receive
46 any salary continuation for any part of any given day shall be in lieu of any long-term benefit
47 payable for that day, provided further, any lump-sum payout for vacation leave shall be treated
48 as if the beneficiary or participant had exhausted the leave and shall be in lieu of any long-term
49 benefit otherwise payable. Provided that, in any event, a beneficiary's benefit shall be reduced
50 during the first 36 months of the long-term disability period by an amount, as determined by the

1 Board of Trustees, equal to a primary Social Security retirement benefit to which the beneficiary
2 might be entitled, effective as of the first of the month following the month of initial entitlement.

3 ...

4 Notwithstanding the foregoing, the long-term disability benefit is payable so long as the
5 beneficiary is disabled and is in receipt of a primary Social Security disability benefit until the
6 earliest date at which the beneficiary is eligible for an unreduced service retirement allowance
7 from the Retirement System, at which time the beneficiary would receive a retirement allowance
8 calculated on the basis of the beneficiary's average final compensation at the time of disability as
9 adjusted to reflect compensation increases subsequent to the time of disability and the creditable
10 service accumulated by the beneficiary, including creditable service while in receipt of benefits
11 under the Plan. In the event the beneficiary has not been approved and is not in receipt of a
12 primary Social Security disability benefit, the long-term disability benefit shall cease after the
13 first 36 months of the long-term disability period. When such a long-term disability recipient
14 begins receiving this unreduced service retirement allowance from the System, that recipient
15 shall not be subject to the ~~six-month-applicable~~ waiting period set forth in G.S. 135-1(20).
16 However, a beneficiary shall be entitled to a restoration of the long-term disability benefit in the
17 event the Social Security Administration grants a retroactive approval for primary Social Security
18 disability benefits with a benefit effective date within the first 36 months of the long-term
19 disability period. In such event, the long-term disability benefit shall be restored retroactively to
20 the date of cessation."

21 **SECTION 3.(j)** The State Treasurer shall seek a private letter ruling from the Internal
22 Revenue Service to determine if any provisions of this section jeopardize the status of the
23 Teachers' and State Employees' Retirement System.

24 **SECTION 3.(k)** If the Internal Revenue Service determines that any provision of
25 this section jeopardizes the status of the Teachers' and State Employees' Retirement System of
26 North Carolina under the Internal Revenue Code, then this section is repealed on the last day of
27 the month following the month of receipt of that determination by the State Treasurer. Upon
28 receipt of that determination, the State Treasurer shall notify the Revisor of Statutes of the
29 determination and the date of receipt. Within three business days of receipt of the determination,
30 the State Treasurer shall notify all local school administrative units of the repeal of this section
31 and shall publicly notice the receipt of this information on the Department of State Treasurer's
32 website. Within three business days of receipt of the notice from the State Treasurer, a local
33 school administrative unit shall notify all qualifying retired teachers employed by its local board
34 of education of the repeal of this section.

35 **SECTION 3.(l)** Notwithstanding any other provision of law to the contrary, in order
36 to pay costs associated with the administration of the provisions of this section, the Retirement
37 Systems Division of the Department of State Treasurer may increase receipts from the retirement
38 assets of the Teachers' and State Employees' Retirement System or pay costs associated with the
39 administration directly from the retirement assets.

40 **SECTION 3.(m)** Any beneficiary that is employed by a local board of education as
41 a qualifying retired teacher, as defined in G.S. 115C-302.4(a), shall not be eligible to elect into a
42 position that would lead the beneficiary to be eligible to accrue any additional benefits under
43 G.S. 135-3(a)(8). Any failure of a local board of education or a beneficiary to comply with the
44 foregoing shall be corrected by the Executive Director of the Retirement System as may be
45 appropriate under State and federal law. Any costs of the correction, as determined by the
46 Executive Director of the Retirement System, shall be the sole responsibility of the local board
47 of education and shall be transferred to the Pension Accumulation Fund under G.S. 135-8 under
48 rules adopted by the Board of Trustees.

49 **SECTION 3.(n)** There is appropriated from the General Fund to the Department of
50 State Treasurer the sum of one hundred thousand dollars (\$100,000) in nonrecurring funds for

1 the 2025-2026 fiscal year to be used to obtain the private letter ruling under subsection (f) of this
2 section.

3 **SECTION 3.(o)** There is appropriated from the General Fund to the Department of
4 State Treasurer the sum of ten million dollars (\$10,000,000) in recurring funds for each year of
5 the 2025-2027 fiscal biennium to be used to address the increased cost to the Teachers' and State
6 Employees' Retirement System as result of the implementation of this section.

7 **SECTION 3.(p)** This section becomes effective July 1, 2026, and expires June 30,
8 2030.

10 **PART IV. EXPAND TEACHER LICENSURE RECIPROCITY**

11 **SECTION 4.(a)** G.S. 115C-270.25 reads as rewritten:

12 "**§ 115C-270.25. Out-of-state license applicants.**

13 The State Board of Education shall grant a CPL to a teacher who meets one of the following:

14 (1) Is licensed in another state with substantially similar licensure requirements
15 who has at least three years of teaching experience and is in good standing
16 with the other state.

17 (2) Is currently teaching in a state that has been ranked in the top 25 states for
18 education, as evaluated by the US News and World Report, during at least
19 three of the five preceding school years."

20 **SECTION 4.(b)** This section is effective when it becomes law and applies to
21 applications for CPLs on or after that date.

23 **PART V. STRENGTHEN REPORTING REQUIREMENTS FOR THREATS AND** 24 **ASSAULTS ON TEACHERS**

25 **SECTION 5.(a)** G.S. 115C-288(g) reads as rewritten:

26 "(g) To Report Certain Acts to Law Enforcement and the Superintendent. – When the
27 principal has personal knowledge or actual notice from school personnel that an act has occurred
28 on school property involving ~~assault resulting in serious personal injury, a threat directed at a~~
29 ~~teacher, assault, sexual assault, sexual offense, rape, kidnapping, indecent liberties with a minor,~~
30 ~~assault involving the use of a weapon, possession of a firearm in violation of the law, possession~~
31 ~~of a weapon in violation of the law, or possession of a controlled substance in violation of the~~
32 ~~law, the principal shall immediately report the act to the appropriate local law enforcement~~
33 ~~agency.~~

34 Notwithstanding any other provision of law, the State Board of Education shall not require
35 the principal to report to law enforcement acts in addition to those required to be reported by law.

36 For purposes of this subsection, "school property" shall include any public school building,
37 bus, public school campus, grounds, recreational area, or athletic field, in the charge of the
38 principal.

39 The principal or the principal's designee shall notify the superintendent or the
40 superintendent's designee in writing or by electronic mail regarding any report made to law
41 enforcement under this subsection. This notification shall occur by the end of the workday in
42 which the incident occurred when reasonably possible but not later than the end of the following
43 workday. The superintendent shall provide the information to the local board of education.

44 Nothing in this subsection shall be interpreted to interfere with the due process rights of
45 school employees or the privacy rights of students."

46 **SECTION 5.(b)** G.S. 115C-289.1(a) reads as rewritten:

47 "(a) When a supervisor of a school employee has actual notice that the school employee
48 has received a threat from a student or has been the victim of an assault by a student in violation
49 of G.S. 14-33(c)(6) resulting in physical injury, as that term is defined in G.S. 14-34.7,
50 G.S. 14-33(c)(6), the supervisor shall immediately report to the principal the assault against the

1 school employee. For the purpose of this subsection, the term "supervisor of a school employee"
2 does not include the principal or superintendent."

3 **SECTION 5.(c)** G.S. 115C-150.12C(29) reads as rewritten:

4 "(29) ~~Parental notification of certain acts~~ Acts reported to law enforcement. – A
5 board of trustees shall adopt ~~a rule on the notification rules~~ rules for the following:

6 a. Notification to parents of any students alleged to be victims of any act
7 that is required to be reported to law enforcement and the
8 superintendent under G.S. 115C-288(g).

9 b. Requiring a principal, or equivalent authority, to report acts to law
10 enforcement in accordance with G.S. 115C-288(g).

11 c. Requiring school employee supervisors to report acts to the principal,
12 or equivalent authority, in accordance with G.S. 115C-289.1(a)."

13 **SECTION 5.(d)** G.S. 115C-218.75 is amended by adding a new subsection to read:

14 "(p) Acts Reported to Law Enforcement. – A charter school shall require a principal, or
15 equivalent authority, to report acts to law enforcement in accordance with G.S. 115C-288(g) and
16 shall require school employee supervisors to report acts to the principal, or equivalent authority,
17 in accordance with G.S. 115C-289.1(a)."

18 **SECTION 5.(e)** G.S. 115C-238.66 is amended by adding a new subdivision to read:

19 "(23) Acts reported to law enforcement. – A regional school shall require a
20 principal, or equivalent authority, to report acts to law enforcement in
21 accordance with G.S. 115C-288(g) and shall require school employee
22 supervisors to report acts to the principal, or equivalent authority, in
23 accordance with G.S. 115C-289.1(a)."

24 **SECTION 5.(f)** G.S. 116-239.8(b) is amended by adding a new subdivision to read:

25 "(26) A laboratory school shall require a principal, or equivalent authority, to report
26 acts to law enforcement in accordance with G.S. 115C-288(g) and shall
27 require school employee supervisors to report acts to the principal, or
28 equivalent authority, in accordance with G.S. 115C-289.1(a)."

29 **SECTION 5.(g)** This section is effective when it becomes law and applies to
30 incidents or reports occurring on or after that date.

31 PART VI. EFFECTIVE DATE

32 **SECTION 6.** Except as otherwise provided, this act becomes effective July 1, 2025.
33