

Notes from Joint HR/Finance Council Meeting September 20, 2018

Central Carolina Teaching Initiative

Lisa Sonricker, Director of CCTI, provided an update on the program, including that there are 70 teachers in this year's cohort. We would like to have at least 100 teachers to keep the program on sound footing. Lisa emphasized the importance of year-round recruiting, which would include sharing information about CCTI when lateral-entry teachers are hired. A few districts shared that new teachers prefer the online option due to its convenience. Lisa shared that CCTI has aligned its competencies with edTPA and that it is our intent to transition the program to comply with the new residency model.

Finance Updates (Alexis Schauss)

Alexis Schauss, Chief Business Officer for Public Schools, provided a number of updates:

- **Hurricane Florence:** A memo was sent out yesterday with information about steps that districts should take in response to the impact of Hurricane Florence on students, staff, buildings, etc. She clarified that only the General Assembly can waive the number of days or hours of instruction for students. She expected that this issue would come up in the long-session due to several districts currently being out of school "indefinitely." A report came out recently that the Charlotte-Mecklenburg Schools' Superintendent was waiving days for teachers. Alexis didn't want to comment on this until she had consulted with the school board attorneys.
- Alexis reminded members about pending and upcoming **requests for information**, including reports on charter school enrollment, shared leave, days missed from school due to Florence, and the transfer of state funds from one account to another.
- **Allocations** for districts and schools will be computed as normal; however, they may be delayed in light of the number of days schools are closed.
- **Principal Pay:** DPI is in the process of determining bonuses for principals based upon 2018 accountability results that are to be paid by October 31, 2018. This data will also be the basis for principal salary changes that will go into effect on January 1, 2019. Reports should go out next week and districts should verify their accuracy. To be eligible for the October bonus, principals must still be principals in North Carolina as of October 1 of this year, although not necessarily in the same school or district. Alexis clarified that the expiration date for the hold harmless provision has been removed and that hold harmless applies to the principal's compensation in 2016-17. Also, if districts are comparing a principal's salary with what they would make as an assistant principal, they should factor in local supplements. This is known as the "no loss in pay" law.
- **ESSA School Financial Reporting:** Alexis indicated that North Carolina is in a better place than most states in regard to report per-pupil spending by

school due to its centralized accounting system. She has worked with a group of financial officers who have developed guidelines for districts to use when implementing ESSA reporting (these were sent in advance to council members). Districts should be prepared to explain significant differences in per-pupil expenditures among their schools.

Licensing Updates (Tom Tomberlin and Andrew Sioberg)

- **ReStart Schools:** Question about a teacher without a license who had a temporary license in another state. Submit usual forms to licensure to determine experience. Marcie indicated that districts could determine experience for teachers in ReStart schools. Federal licensure requirements apply to teachers in all schools, including ReStart schools. Additional policies regarding testing and accountability are needed now that more and more schools have charter-like flexibility. Some current requirements are not in state statute. Nancy Barbour is the administrator responsible for ReStart Schools.
- **Licensure:** Tom sees more teachers who are teaching with expired licenses than have Permits to Teach. Teachers who have not passed the testing requirement and are teaching in NC, need a Permit to Teach or they can be paid with local funds. Tom is going to try to clarify before teachers are identified as audit exceptions. There are more teachers whose licenses expire in 2019 who have not taken a test as required by statute. If they haven't taken the required tests, technically, their licenses expired June 30, 2018. Marcie says that DPI is not coding teachers' licenses correctly and/or is not reporting expiration dates correctly. Teachers are confused about what they are responsible for because of changing requirements after they were hired.
- **Residency Model**
 - Residency is, technically, in place, but really doesn't kick in until next year.
 - Tom says there is no correlation between teacher effectiveness and whether or not teacher passes test the first time.
 - Andrew recommended that teachers pursue all other options prior to having them enter the residency program in order to give them the maximum amount of time to meet all requirements (although they will be coded as teaching out of field, but no consequences as long as impact is equitable).
 - HQ was determination of a teacher. "Out of School" percentage is based on percentage of courses taught by Out of School teachers. There is no target for what this percentage should be, but make sure that this does not impact students disproportionately.
- **EVAAS:**

- Mid to late November, EVAAS results will be updated. Right now growth scores are not broken down with individual components, but they are coming.

CCRESA Program Updates (Neil Pedersen)

Neil Pedersen referenced the document that he had sent to members previously outlining the programs that the CCRESA would be supporting this year. He highlighted a new program for 1st and 2nd year principals, two half-day sessions on the ACT, a two-day program on student discipline and student support, and the six book studies that he is facilitating.