



HOUSE BILL 662: NC Elevating Educators Act of 2015

**This Bill Analysis
reflects the contents
of the bill as it was
presented in
committee.**

2015-2016 General Assembly

Committee:	House Education - K-12	Date:	April 23, 2015
Introduced by:	Reps. Horn, Bryan, Langdon, Lucas	Prepared by:	Drupti Chauhan Committee Counsel
Analysis of:	PCS to First Edition H662-CSRQ-13		

SUMMARY: House Bill 662 would create a program to support local school administrative units (LEAs) to use advanced teaching roles and pay systems for classroom teachers based on a classroom teacher's demonstrated effectiveness and additional responsibilities in reaching more students.

The Proposed Committee Substitute (PCS) would clarify that the private nonprofit corporation can subcontract for technical assistance; require that teachers be included in designing the advanced teaching role prototype; delete a requirement that the nonprofit corporation approve contractors and staff members assisting with the staffing plan; change that LEAs must have implementation of their plan in 75% of their schools by 2019-2020 rather than 90%; and adds that local boards of education may transfer State funds into an allotment category to provide supplemental salaries and differential pay for school personnel.

BILL ANALYSIS:

Section 1–Purpose of Program–The PCS provides that the purpose of the program is to support LEAs in providing students with excellent teachers and high-quality digital instruction and providing financially sustainable advanced teaching roles for teachers. The program would help LEAs create advanced teaching roles and pay systems that would be in addition to base salaries and local supplements based on demonstrated effectiveness and additional responsibilities in reaching more students. The focus would be on rewarding advanced teaching roles with more pay while staying within regular budgetary restraints.

Section 2–Contract for Program Administration–The State Board of Education (SBE) would contract with a North Carolina private nonprofit corporation (nonprofit corporation) by August 1, 2015 to administer the program. The nonprofit would be able to subcontract with other entities to provide technical assistance to LEAs. The nonprofit must agree to: (i) have a governing of 11 members including appointments by the chair of the SBE and the Speaker of the House and the President Pro Tempore; and (ii) reports on the implementation and evaluation of the advanced teaching role plans and financial accounting of how State funds appropriated to the nonprofit corporation to administer the program were expended.

Section 3–Request for Proposal by Nonprofit Corporation; Selection of LEA Plans; and Use of Funds–By October 1, 2015, the nonprofit corporation must issue a request for proposal (RFP) for local boards of education to develop advanced teaching role prototypes that can be applied across the State and as demonstrated by prior efforts to advance teaching excellent, teacher leadership or innovation in school design, as well as a willingness to reallocate funds to pay advanced role salary supplements of between 3% and 30% of the statewide average salary for teachers.

The local board of education's letter of intent in response to the RFP must contain a plan that addresses specific items including a description of advanced teaching role teacher eligibility and duties and how teachers will participate in the design of the advanced teaching role prototype; how teachers would be selected for the advanced roles; how time would be increased during the school day for advanced role teachers and teams to plan and collaborate in on-the-job development or leadership of others; how the advanced role teachers can opt out of their advanced role; and how the LEA will pay for various salary supplements depending on the additional roles and

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duties an advanced teacher takes as well as supplements for regular teachers who join the advanced teachers' teams.

By December 1, 2015, the nonprofit corporation must select the first cohort of the program that will consist of up to 10 diverse LEAs of differing sizes with priority given to LEAs that will add digital infrastructure and tools to implement their plan.

Funds appropriated to the nonprofit corporation must be used as follows: LEAs would be given grants from a schedule determined by the nonprofit corporation based on the size of the LEA. LEAs would be able to use the funds to support the development of the advanced teaching role plans, changes required at the LEA level to implement new staffing models, and for transition costs associated with designing and implementing the new staffing models. Transition costs can also include employing staff members or contractors to assist with the design and implementation of the staffing plan. The nonprofit corporation can use remaining funds for various items including technical assistance to LEAs including training and oversight of technical assistance providers; review of the LEA plans; evaluation of the program; policy collaboration; raising and managing funds to support the activities of the nonprofit corporation.

The LEA plans must be financially sustainable for salary supplements by reallocating recurring sources of funds. Funds appropriated for the program cannot be used to pay salary supplements.

LEAs must commit to full implementation of the advanced teaching roles in 5 schools or 25% of the schools within the LEAs (whichever is lesser) by the 2017-2018 school year; 50% of the schools in an LEA by the 2018-2019 school year; and 75% by the 2019-2020 school year.

Section 4—Phase I Design, Implementation, and Reports—Selected LEAs must submit their plans by January 1, 2016. The nonprofit corporation must approve the LEA plan or provide written guidance on changes needed by February 15, 2016 with an aim to have all plans approved by March 1, 2016 however revisions would be allowed past that date so that the plans meet the requirements of the program. The LEAs must implement plans beginning with the 2016-2017 school year. Annual reports are to be submitted by the LEAs that contains data on various items including the implementation and numbers of student impacted and educator effectiveness ratings of the participating teachers.

Section 5—Phase II Support for First and Second Cohorts—Subject to the availability of funds, the nonprofit corporation would support the first cohort of up to 10 LEAs to scale the advanced teaching role prototypes fully across the LEA and support a second cohort of up to 50 LEAs in the 2017-2018 school year.

Section 6—Evaluation and Recommendations—The nonprofit corporation must evaluate the implementation of the advanced teaching role prototype and program and make recommendations to the General Assembly by December 15, 2020.

Section 7—Future Cohorts—If funds are available, the nonprofit must provide support for LEAs who are not participating in the program and support participating LEAs in maintaining digital learning infrastructure and enhance sustainable pay supplements.

Section 8—Flexibility for LEAs—The SBE must increase flexibility LEAs that participate in this program including salary flexibility and class size limitations.

Section 8.5—LEA Flexibility for Supplemental Pay—The SBE must permit local boards of education to transfer any available State funds into an allotment category to provide supplemental salaries and differential pay for school personnel.

Section 9—Availability of Funds—Sections 1-8 of the PCS are subject to the availability of funds for the program.

EFFECTIVE DATE: The bill becomes effective July 1, 2015.