

Guilford County Board of Education
LEGISLATIVE COMMITTEE MEETING

September 21, 2017, 10:30 a.m.

Swann Room, GCS Administrative Offices



Committee Members: Linda Welborn, Chairperson
Darlene Garrett
T. Dianne Bellamy Small
Pat Tillman

Nora Carr, Staff Liaison

AGENDA	
Welcome and Introductions	<i>Discussion Leader: Linda Welborn</i>
Review of Minutes (08/23/17)	<i>Discussion Leader: Linda Welborn</i>
2017-2018 Legislative Agenda	<i>Discussion Leader: Linda Welborn</i>
Follow-Up Regarding GCS Potential Priority Areas Discussion <ul style="list-style-type: none">• Career Technical Education Update• Teacher/Principal Hiring Update	<i>Discussion Leaders: Pat Tillman & Shirley Morrison</i>
ESSA Update	<i>Discussion Leader: Linda Welborn</i>
Next Steps	<i>Discussion Leader: Linda Welborn</i>
Other Business Items	<i>Discussion Leader: Linda Welborn</i>
Next Meeting: October 25, 2:30 p.m.	
Adjournment	

Guilford County Board of Education
LEGISLATIVE COMMITTEE MEETING

Wednesday, August 23, 2017, 2:30 p.m.
Swann Room, GCS Administrative Offices



Present: Linda Welborn (Chairperson), Pat Tillman

Staff: Nora Carr, Angie Henry, Shirley Morrison, Kim Hipp

Absent: T. Dianne Bellamy Small, Darlene Garrett

Approval of Minutes

The minutes from the July 18, 2017 meeting were approved.

2017-2018 Legislative Agenda – Linda Welborn

Committee will continue discussing the 2018 Legislative Agenda.

GCS Potential Priority Areas Discussion – Nora Carr, Angie Henry and Shirley Morrison

Nora Carr, Angie Henry and Shirley led discussions on the following potential priority areas: P-TECH high schools/Career Technical Education, class size mandate repeal and the need for more flexibility from the state regarding the hiring of retirees.

Next Steps

- Nora Carr and Pat Tillman will follow up with the Superintendent for direction on P-TECH/CTE next steps.
- Kim Hipp will scan and email the Legislative Subcommittee P-TECH presentation Pat Tillman referenced during the meeting.
- Nora Carr will ask Charles Blanchard and Bob Gantt to attend and/or share information regarding the Eastern Triad Workforce Development initiative funds (\$3MM).
- Nora Carr will ask Charles Blanchard to review language in the NC Senate Bill 257 (appropriations legislation) that relates to P-TECH/CTE. Kim Hipp will provide committee members with legislation and the identified sections for review.
- Committee to continue pushing NC legislature for more flexibility regarding K-2 class size reduction mandate, or a repeal of this legislation.
- Angie Henry's staff will continue to monitor costs associated with the class size mandate legislation. Full costs likely will not be available until November.
- Shirley Morrison and Angie Henry will review language drafted by Nora Carr regarding the district's position on hiring retirees for the 2018 Legislative Agenda.
- Shirley Morrison will provide Committee members with information regarding how the teacher/principal shortage is affecting GCS.

Next Meeting

The next meeting is scheduled for September 21 at 10:30 a.m. ***Note: This is a revised meeting date.***

Submitted by:

Nora K. Carr, Ed.D.

Chief of Staff, Guilford County Schools

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Legislative Agenda 2018

State

K-2 Class-Size Reduction-Mandate

We support:

Repealing the K-2 class-size reduction-mandate (HB 1030 and HB 13) and restoring flexibility in adjusting class sizes to meet local staffing needs and concerns.

Fully funding art, music, physical education and other specialty teachers as critical to providing high quality public education and developing well-rounded students.

Career and Technical Education

We support:

Additional funding at the state level for Career and Technical Education (CTE) to expand programming for K-12 students and to purchase and sustain current technologies, equipment and instructional materials and supplies, and the additional costs associated with fees, books and transportation costs for dually enrolled students;

A streamlined and more flexible process for certifying skilled and industry and trade professionals as teachers or co-teaches in K-12 schools; and,

Tax incentives and funding to expand paid internships and apprenticeships for high school and community college students in high demand career and technical professions.

Teacher and Principal Pipeline

We support:

Removing the sixth-month wait-period so retired teachers and principals may return to work more quickly part-time or fulltime, and removing the stipulation that retirees may work only 30 hours or risk permanently losing their state health insurance benefits.

Increasing teacher and principal pay to the national average within four years and providing additional incentives to recruit and retain experienced and effective educators at schools highly impacted by poverty and in difficult-to-fill positions.

Creating more scholarships and incentives to encourage top performing high school graduates to pursue teaching as a profession, particularly for hard-to-fill positions in Science, Technology, Engineering and Math (STEM), Special Education and Career and Technical Education.

Facilities and Capital Needs

We support:

Increasing state funding for renovating and upgrading facilities, technology and other capital outlay to meet 21st Century learning needs.

Pre-K

We support:

Expanding pre-kindergarten programs to serve all eligible students and eliminate waiting lists; expanding daily programming to allow more working poor parents to take advantage of existing prekindergarten opportunities.

Quality Public Education Options:

We support:

Quality public education options that are held to the same level of academic standards, transparency and regular review as traditional public schools including adding charter schools to the Innovative zone list for poor performance.

Providing traditional schools the same level of flexibility as other public education options are provided.

Deferred Action for Childhood Arrivals

We support:

Leveraging our investment in K-12 education for Deferred Action for Childhood Arrivals (DACA) students by allowing those who meet admission criteria to public community colleges and UNC system schools to enroll and pay in-state tuition.

Providing a streamlined path to citizenship for DACA students so we may benefit from these longtime residents' civic and economic contributions to our communities, state and nation.

Federal Education Issues

We support:

Maintaining categorical funding for Title I, Title II, Title III and Title IV based on high concentrations of student poverty and other needs.

COMMONWEALTH OF VIRGINIA
DEPARTMENT OF EDUCATION
P.O. BOX 2120
RICHMOND, VIRGINIA 23218-2120

SUPTS. MEMO NO. 009
October 31, 2008

REGULATORY

TO: Division Superintendents

FROM: Patricia I. Wright
Superintendent of Public Instruction

Robert P. Schultze
Director, Virginia Retirement System

SUBJECT: Employment of Retirees in Critical Shortage Areas

The Virginia Department of Education (VDOE) and the Virginia Retirement System (VRS) have recently collaborated to revise the process of reporting and certifying eligibility for critical shortage positions. Section

51.1-155 of the *Code of Virginia* provides that a retired member of the VRS may be hired by a school division to fill a vacancy in a critical shortage area and continue to receive the retirement allowance during such employment if specified conditions are met. This memorandum provides the requirements for designating critical shortage areas and hiring retired individuals for critical shortage positions in school divisions.

Critical Shortage Certification

The VDOE will continue to be responsible for overseeing the designation of areas that meet the criteria for statewide critical shortage teaching endorsement areas. VRS will begin receiving, reviewing, and tracking the eligibility of retirees in critical shortage positions using a new reporting procedure. This VRS procedure includes new forms that replace those currently used to report critical shortage positions to VDOE. Copies of the new VRS forms are attached, and directions to submit the forms to VRS are included in this memorandum.

VRS also is available to consult with you and your personnel regarding the criteria governing the hiring of VRS retirees for critical shortage positions in accordance with the *Code of Virginia*.

Critical Shortage Designations

As required under the 2008 Acts of Assembly, the VDOE reports annually to the General Assembly on critical shortage teaching

endorsement areas. Positions eligible to be considered for a critical shortage designation include instructional personnel, principals, and assistant principals requiring a valid license issued by the Virginia Board of Education with the appropriate endorsement.

In addition to the endorsement areas identified as statewide critical shortages, a critical shortage may be designated by the school division for any position vacancy for which a school division receives three or fewer qualified candidates (licensed or eligible for a license issued by the Virginia Board of Education with an endorsement corresponding to the appropriate assignment).

In preparing the annual report to the General Assembly, the Superintendent of Public Instruction surveys all school boards to identify the top ten critical shortage teaching endorsement areas. To assist in this effort, you should review your critical shortage areas annually to determine whether the shortage still exists.

Eligibility Requirements

Eligible Retirees

As provided in 51.1-155 of the *Code of Virginia*, VRS retirees who hold a valid license issued by the Virginia Board of Education and meet the bona fide break-in-service criteria may continue to receive their retirement benefits while working full time in a designated critical shortage area (51.1-155). Although these positions are full time, retirees are not accruing VRS benefit eligibility at the same time they are receiving retirement benefits.

VRS members who have taken a refund of their member contributions or deferred their retirement are ineligible to participate in the critical shortage program. These individuals should be reported as active members. VRS retirees who do not hold a valid teaching license with the appropriate endorsement for the assignment issued by the Board of Education also are ineligible to participate.

Bona Fide Break in Service

In prohibiting in-service distribution of retirement benefits, the Internal Revenue Service (IRS) considers it essential that employees make a complete and good faith end to service when they retire, with no agreement or expectation of future employment. Retirement systems that allow members to retire without fully severing employment for a reasonable period of time could potentially lose the system's favored IRS tax-qualified status. This would have far-reaching tax consequences for the retirement systems' participating employers and members.

Therefore, VRS and VDOE, in consultation with the Joint Legislative Audit and Review Commission (JLARC), have determined that:

VRS retirees must have a bona fide break in service of at least 12 consecutive months between their retirement date and the date they wish to work in a full-time critical shortage position. This break in service precludes any full-time, part-time or temporary employment with any VRS-participating employer, including summer school or substitute teaching.

Employers may not make any verbal or written offer of re-employment to employees who are preparing to retire.

Early Retirement Incentive Programs (ERIPs)

Early retirement incentive programs (ERIPs) seek to encourage early retirement by offering a benefit enhancement, such as an additional benefit or supplemental package. VRS members who participate in a school board's ERIP and retire with a reduced VRS benefit are ineligible to be employed under the critical shortage criteria outlined in this memorandum. However, if a VRS member participates in a school board's ERIP but retires with an unreduced VRS benefit, the member retains his or her eligibility for critical shortage provided all other eligibility requirements are met.

VRS Forms

If you are employing retirees in critical shortage positions for the 2008-09 school year, please submit the Certification of Eligibility for Critical Shortage Teachers or Administrators (VRS-160) for each retiree this year **by December 1, 2008**. In future school years, please submit the form by November 1.

If you are not employing a retiree in a critical shortage position for the 2008-09 school year, submit the Certification of Non-Participation of Critical Shortage Teachers and Administrators (VRS-160A) for this year **by December 1, 2008**. In the future, please submit the form by November 1.

If you employ a retiree in a critical shortage position after submitting the forms, please send the VRS-160 for the retiree upon the effective date of his or her employment in the position.

Forms are available from the VRS website at www.varetire.org. Select Forms from the Employer tab.

Sunset Provision

As a reminder, the critical shortage legislation includes a sunset provision. Barring an extension by the General Assembly, the legislation will end effective July 1, 2010.

Additional Information

VRS has developed an e-learning course on critical shortage. This course, which takes less than an hour to complete, reviews the components of the critical shortage legislation, eligibility guidelines for positions and participating individuals, and the procedure to submit the VRS-160 and VRS-160A forms. The course will be available on the VRS website at www.varetire.org. Select Employer Training from the Employer tab.

In addition, the VRS and DOE sites will link to each other to make it easier for employers and retirees to learn more about critical shortage teaching designations and eligibility requirements. The DOE website address is www.doe.virginia.gov.

For questions regarding the critical shortage designations, contact Mrs. Patty S. Pitts, assistant superintendent for teacher education and licensure, at (804) 371-2522. For questions concerning a VRS retiree's eligibility for a critical shortage position, contact one of the following employer representatives for school divisions at the Virginia Retirement System:

Mrs. Gwyn Ciemniecki
Toll free: 1-888-827-3847, ext. 7765
E-mail: gciemniecki@varetire.org

Mrs. Carolyn Newton
Toll free: 1-888-827-3847, ext. 3196
E-mail: cnewton@varetire.org

PIW/RPS/psp

- a. [Certification of Eligibility for Critical Shortage Teachers and Administrators](#) (PDF)
- b. [Certification of Non-Participation of Critical Shortage Teachers and Administrators](#) (PDF)