

## EIA Program Report for Fiscal Year 2011-12

### Coversheet

**EIA-Funded Program Name:** Teacher Salary Supplement and Employer Contributions

**Current Fiscal Year:** 2011-12

**Current EIA Appropriation:** \$92,828,102

**Name of Person Completing Survey and to whom EOC members may request additional information:**

Mellanie Jinnette

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**Question 1: History of the program: Please mark the appropriate response (choose one):**

**This program:**

- was an original initiative of the Education Improvement Act of 1984
- was created or implemented as part of the Education Accountability Act of 1998
- has been operational for less than five years
- was funded last fiscal year by general or other funds
- is a new program implemented for the first time in the current fiscal year
- Other

**Question 2: What SC laws, including provisos in the current year's general appropriation act, govern the implementation of this program? Please complete citations from the SC Code of Laws including, Title, Chapter, and Section numbers.**

**Code of Laws:**

59-20-50(b)

**Proviso(s):** (If applicable. Please make references to the 2011-12 General Appropriation Act as ratified. www.XXXXX)

1A.6

**Regulation(s):**

2011-12 Funding Manual

**Do guidelines that have been approved by the State Board of Education, the Commission on Higher Education or other governor board exist that govern the implementation of this program?**

Yes

No

**Question 3: What are the primary objective(s) or goals of this program? Please distinguish between the long-term mission of the program and the current annual objectives of the program. (The goals or objectives should be in terms that can be quantified, evaluated, and assessed.)**

Long-term Mission:

The objective for FY 2011-12 is to maintain the SC average teacher salary at a level of \$300 over the southeastern average.

The mission of the program is to ensure adequate supply of quality, caring and competent teachers for all South Carolina classrooms by promoting strategies for the recruitment, training and retention of teachers.

Current Annual Goals:

Program goal and objective is to achieve a SC average teacher salary as directed and funded by the General Assembly. In order to keep qualified and competent teachers in SC classrooms, the salaries must be maintained at a competitive level. The average teacher salary for FY 2011 was \$47,050.

**Question 4: In the prior fiscal year, 2010-11, what primary program activities or processes were conducted to facilitate the program's performance in reaching the objective(s) as provided in Question 3? What, if any, change in processes or activities are planned for the current year?**

**Examples of program processes would be: training provided, recruiting efforts made, technical assistance services, monitoring services, etc.**

**Answers should be specific to the process undertaken at the state level to support the objectives of the program and should be quantifiable. Please include any professional development services provided.**

**IF the funds are allocated directly to school districts, please indicate any data collected at the state level to monitor how the funds are expended at the local level?**

The Professional Certified Staff (PCS) system is used to assess output results for average teacher salaries. Because districts have to report the actual salary paid to certified staff, PCS is an accurate tool for assessing the output. The base line is determined in the Minimum Salary Schedule as determined by funding and the stated goal provided by the General Assembly.

**Question 5: In the prior fiscal year, 2010-11, and using the most recent data available, what were the direct products and services (outputs) delivered by this Program?**

**Examples of program outputs would be: number of teachers attending professional development seminars, number of and passage rates on AP exams, number of students served in the program, improvements in student achievement, retention and graduation.**

The Professional Certified Staff (PCS) system is used to report actual salaries paid to SC teachers. The General Assembly appropriates dollars to ensure that teachers in SC are paid at \$300 above the Southeastern average.

In FY 11, the projected Southeastern average was \$48,068. The actual FY 11 average teacher salary was \$47,050.

**Question 6: What are the outcomes or results of this program?**

**Outcome can be both quantitative and qualitative and should address the program's objectives. Please use the most recent data available:**

**Examples of outcomes would be: results of surveys, student achievement results, increases in participation, reduction in achievement gaps, loans awarded, textbooks purchased, etc.**

Because of reductions in force and furloughs, thus reducing teacher salaries, SC did not meet the projected Southeastern average teacher salary in 2010-11.

**Question 7: Program Evaluations**

**What was the date of the last external or internal evaluation of this program?**

NA

**Has an evaluation ever been conducted?**

**Yes**

**No**

**If an evaluation was conducted, what were the results and primary recommendations of the most recent evaluation?**

NA

**Can you provide a URL link, electronic version, or hard copy of this evaluation to the EOC?**

**Yes**

**No**

**If yes, please provide URL link here.**

**If no, why not?**

NA

**Question 8:**

**While EIA revenues increased in 2010-11 over the prior fiscal year and no mid-year cuts were made to any EIA programs, programs and agencies continue to implement conservative budget practices.**

**Please describe how the program and/or organization would absorb or offset potential EIA reductions totaling 5%, and 10% in the current fiscal year, Fiscal Year 2011-12?**

Districts will continue to be funded at the levels generated by their Professional Certified staff reporting. If state appropriations are reduced, at any level, districts would have to absorb any reductions in teacher salary. Because districts are required to maintain levels at or above the State Minimum Salary Schedule, districts would be required to maintain the salary funding should state funding not be available.

**Question 9:**

**If no additional EIA revenues were appropriated to this program in Fiscal Year 2012-13 above the current year's appropriation level, how would the objectives, activities and priorities of this program change?**

**Please be specific to address the impact to students, teachers or schools. Are there regulatory or statutory changes that you would recommend to the legislature that would assist this program/organization in meeting its objectives?**

If no additional EIA revenues are generated for this appropriation, the minimum salary schedule will more than likely be held constant for the fourth straight year and at the 2008-2009 levels resulting in no pay increases for teachers.

**If you want to provide supporting documents or evaluation reports, either reference a website below or email the report directly to [mbarton@eoc.sc.gov](mailto:mbarton@eoc.sc.gov).**