



SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE
STATEMENT OF ESTIMATED FISCAL IMPACT
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This fiscal impact statement is produced in compliance with the South Carolina Code of Laws and House and Senate rules. The focus of the analysis is on governmental expenditure and revenue impacts and may not provide a comprehensive summary of the legislation.

Bill Number:	S. 0305	Introduced on January 10, 2023
Author:	Young	
Subject:	Work Experience Credit for New Teachers	
Requestor:	Senate Education	
RFA Analyst(s):	Bryant	
Impact Date:	March 9, 2023	

Fiscal Impact Summary

This bill provides that an individual's prior years of work experience may be awarded on an initial teaching certificate if the prior experience is in, or related to, the content field of the certificate for which the individual is applying. Existing certificate holders may also receive credit for prior work experience in, or related to, the content field of their teaching certificate. If additional years of experience are awarded, the eligible individual is entitled to a pay adjustment for the current school year to reflect the new experience step on the employing district's salary schedule.

The S.C. Department of Education (SCDE) indicates that this bill will increase the agency's expenses by \$113,800 in FY 2023-24. Of this amount, \$60,400 is for salary and fringe for 1.0 FTE to evaluate and process certification requests, \$3,000 is for equipment costs and setup, and \$50,400 is for reprogramming the educator information and case management system (SC Educator) to distinguish between teaching experience credit and non-teaching or related experience. Expenses will decrease to \$60,400 each year thereafter for the new FTE and \$1,000 for ongoing equipment costs. SCDE reports that it will request a General Fund appropriation increase to fund the expenses.

The overall expenditure impact of this bill on the state agency schools is undetermined. Four of the five state agency schools indicate that the bill will have no expenditure impact since they can manage any additional costs within existing appropriations. The School for the Deaf and Blind anticipates that this bill will have an expenditure impact but reports that the cost is currently undetermined.

The expenditure impact of this bill on the local school districts is undetermined. The overall cost to the districts to provide additional compensation to eligible teachers will vary depending upon the number of teachers entitled to additional credit, the additional years of experience to which each teacher is entitled, and where each teacher falls on the salary schedule. SCDE indicates that at least 8,444 educators who obtained an alternative certification are likely to have eligible prior work experience. Using the FY 2022-23 state minimum salary schedule as a guide, the cost of one additional year of experience credit varies from \$119 for a beginning teacher with a bachelor's degree to \$1,264 for a teacher with a doctorate and 10 years of experience credit.

Explanation of Fiscal Impact

Introduced on January 10, 2023

State Expenditure

This bill provides that an individual's years of prior work experience must be awarded on an initial teaching certificate if the prior experience is in, or related to, the content field of the certificate for which the individual is applying. To be eligible for years of experience to be awarded on an initial teaching certificate, the individual must have at least five years of related occupational experience within the ten years prior to applying for an initial certificate, and complete and submit a verification of the prior work experience on a form developed by SCDE with the application for an initial certificate. Existing certificate holders may also receive credit for prior work experience in, or related to, the content field of their teaching certificate if they complete and submit the verification of work experience form to SCDE. If additional years of experience are awarded, the eligible individual is entitled to a pay adjustment for the current school year to reflect the new experience step on the employing district's salary schedule. However, the individual is not entitled to retroactive pay for the increased years of experience during prior years of teaching.

S.C. Department of Education. SCDE indicates that this bill will increase the agency's expenses by \$113,800 in FY 2023-24. Of this amount, \$60,400 is for 1.0 FTE to evaluate and process certification requests, \$3,000 is for equipment costs and setup, and \$50,400 is for reprogramming the educator information and case management system (SC Educator) to distinguish between teaching experience credit and non-teaching or related experience. Expenses will decrease to \$60,400 each year thereafter for the new FTE and \$1,000 in ongoing equipment costs. SCDE reports that it will request a General Fund appropriation increase to fund the expenses.

State Agency Schools. The overall expenditure impact of this bill on the state agency schools is undetermined. The Governor's School for Agriculture at John de la Howe indicates that this bill will have no expenditure impact. The Governor's School for the Arts and Humanities indicates that this bill will have no expenditure impact since the agency currently hires teachers with a minimum of three years of experience, and therefore already accounts for additional work history in its budgeted expenses. The Governor's School for Science and Mathematics indicates that this bill will have no expenditure impact since many of its instructors are not certified and the agency already gives its instructors credit for prior work experience in a related field. The Wil Lou Gray Opportunity School indicates that any additional costs can be managed within existing appropriations. The School for the Deaf and Blind anticipates that this bill will have an expenditure impact but reports that the cost is undetermined.

State Revenue

N/A

Local Expenditure

This bill provides that individuals may receive credit for prior work experience in, or related to, the content field of their teaching certificate. If additional years of experience are awarded, the

eligible individual is entitled to a pay adjustment for the current school year to reflect the new experience step on the employing district’s salary schedule.

SCDE reports that it cannot determine the exact number of educators who will be eligible for experience credit for related work experience from available data. However, the agency anticipates that current CTE work-based and alternative route teachers and career changers now holding a professional certificate based on their successful completion of a traditional (e.g., MAT) or alternative route program (e.g., PACE, Teachers of Tomorrow, Advanced Fine Arts, etc.) are likely to have qualifying prior work experience. SCDE reports that 1,313 educators hold a current CTE work-based certificate, while 1,856 educators hold a current alternative route certificate and are pursuing a professional certificate. Additionally, 5,275 educators hold a current valid professional certificate based on their successful completion of an alternative route program. In total, SCDE estimates that at least 8,444 educators are likely to be eligible to receive credit for prior work experience. Based on the number of certified educators in South Carolina and those that SCDE determine are likely to have eligible prior work experience, the Office of Educator Services anticipates that several thousand educators will be eligible for additional experience credit.

Using the FY 2022-23 state minimum salary schedule as a guide, the cost of one additional year of experience credit varies from \$119 for a beginning teacher with a bachelor’s degree to \$1,264 for a teacher with a doctorate and 10 years of experience credit. SCDE estimates the cost of 5 years of additional experience credit for teachers at various places on the minimum salary schedule as follows:

Type of Degree	Years of Teaching Experience	Years of Prior Work Experience Credit	Estimated Cost
Bachelor’s Degree	0	5	\$806
Master’s Degree	0	5	\$886
Doctorate Degree	0	5	\$1,794
Bachelor’s Degree	5	5	\$4,365
Master’s Degree	5	5	\$4,745
Doctorate Degree	5	5	\$6,326
Bachelor’s Degree	10	5	\$4,333
Master’s Degree	10	5	\$4,744
Doctorate Degree	10	5	\$6,326

The overall cost to the districts to provide additional compensation to eligible teachers will vary depending upon the number of teachers entitled to additional credit, the additional years of experience to which each teacher is entitled, and where each teacher falls on the salary schedule. Therefore, the expenditure impact of this bill on the local school districts is undetermined.

Local Revenue

N/A

Frank A. Rainwater, Executive Director