



Residency License

Cumberland County Schools

Human Resources

Licensure Department

What is Residency License?

- NC DPI will no longer issue Lateral Entry licenses after 4/15/19. The NC State Board of Education has replaced Lateral Entry with Residency Licensure.
- Residency Licensure has the same concept as Lateral Entry, as far as you are able to enter the classroom, while completing your course work and testing to obtain a full license.
- A Residency License does require preservice training and possess slightly different initial qualifications.
- Just because you qualified for Lateral Entry does not guarantee that you will qualify for Residency Licensure.

How do I qualify?

- Bachelor's Degree
- 2.7 GPA (minimum)
 - Low GPA options
 - 10 years of relevant experience that can be documented
- 24 semester hours of coursework or state approved test
- Must be accepted and provide proof via Form RL, that you have been enrolled in a Educator Prep Program (EPP) at a NC DPI approved University.

Category 1: Never been licensed in NC (does not include expired lateral entry licenses)

Must meet 1 requirement from side A and side B

<u>A</u>		<u>B</u>
24 Semester Hours of course work in the teaching area	<u>AND</u>	2.7 GPA (overall)
OR		OR
Passing score(s) on the NC State Board of Education (SBE) approved Licensure exams for the teaching area		10 years of experience considered relevant by the employing LEA

Category 2: Expired NC Lateral Entry License

Must meet 1 requirement from side A and side B

<u>A</u>	<u>AND</u>	<u>B</u>
Passing score(s) on the NC State Board of Education (SBE) approved Licensure exams for the teaching area		2.7 GPA (overall)
		OR
		10 years of experience considered relevant by the employing LEA

Am I qualified?

Cumberland County Schools Licensure Department will complete a prescreening of your documents to determine if you meet the initial qualifications (this does not guarantee that you qualify until you meet all requirements)

What is needed for the prescreening?

- Determining GPA and 24 semester hours of coursework
 - Official Degree dated transcripts for all degrees earned and from all colleges that you have attended (this includes community colleges and transfer credits)
 - Proof of 10 years of relevant experience if GPA is below 2.7

What experience can be used for relevant experience?

- Teacher Assistant, Teacher (public, private or charter), Day care as a teacher or assistant (Form E)
- Relevant non-teaching work experience is defined as professional work experience in public or private sectors that is directly related to an individual's area of licensure and work assignment. (Form NE)

This experience must be documented on the correct form and include any supporting documents needed to be considered for relevant experience.

Experience Credit for additional pay

- Experience credit is awarded at the discretion of DPI.
- We can request the experience and deem it relevant but DPI has the final determination
- All documents for experience credit, must be collected by the applicant
- All documents must be completed correctly and have any necessary supporting documents before it can be processed.

Next step after Prescreening

- After you have been prescreened, you will receive an email from Cynthia Ringler, Jennifer Rancour and Jo-Ann Tumilty.
 - The emails types are:
 - **Preliminary approval** – please take this email with you to the job fair (The preliminary approval is pending the submission and completion of the additional requirements for Residency Licensure. This approval can be used to receive a conditional offer for a position for the 19/20 SY. All additional requirements must be met and submitted to CCS HR by August 1st, 2019)
 - **A request for additional documents** - please submit documents quickly to determine if you are eligible
 - **Not eligible message** – this message will include why you are not eligible and what will need to take place to become eligible. This will also include testing information if testing is needed to qualify.
- **Preservice:** Complete NC Effective teacher training and provide proof of successful completion (certificate)
- **Affiliation:** Affiliate with an Educator Preparation Program (EPP) and provide a completed Form RL

I did not qualify, what are my options?

Low GPA and do not have 10 years of experience –

- You do not qualify for a license at this time.
- Contact a University to begin a traditional route to licensure.

Do not have 24 semester hours or testing. Must have at least a Bachelors degree

<u>Emergency License (1 YEAR NON RENEWABLE)</u>		
Must meet 1 requirement from side A and side B		
<u>A</u>		<u>B</u>
18 Semester Hours of coursework in the teaching area	<u>AND</u>	2.7 GPA (overall)
		OR
		10 years of experience considered relevant by the employing LEA
Permit to Teach - (1 YEAR NON RENEWABLE)		
Less than 18 Semester Hours of course work in the teaching area	<u>AND</u>	2.7 GPA (overall)
		OR
		10 years of experience considered relevant by the employing LEA

Preservice Requirements

Option 1 (Online)

Cumberland County Schools Effective Substitute Teacher Training and Orientation—\$49 (online through App Garden) Registration information can be found in your folder.

Option 2 (Face to Face)

Effective Teacher Training through FTCC \$70

- When: Monday, Tuesday and Wednesday
- Time: 8:30 am – 5:00 pm
- For more information contact: 910-678-8446

If you have already completed the Effective Teacher Training through FTCC or App Garden, please provide us with a copy of the completion certificate.

Affiliating with a Educator Preparation Program (EPP)

- Residency Licensure requires the Educator to provide proof that they are affiliated with an approved EPP by having the EPP complete a Form RL. This form is required to be submitted to the employing district in order for you to be hired as a certified teacher.
- NC DPI has outlined approved EPPs
 - <http://www.ncpublicschools.org/epp/approved/>
- The EPP must complete Form RL (included in folder)

What is required of me during for my Residency License?

- Complete all course work to meet NC licensure requirements within 3 years
 - The EPP that you affiliate with, will outline the requirements and yearly requirements
- Residency Licenses expire yearly and must be renewed at the end of each year by meeting yearly requirements
 - Must remain affiliated with an EPP and provide a completed Form RL after year 1 and year 2 to get license extended
- Pass all licensure test requirements within 3 years
 - Your EPP and CCS Licensure will outline required testing (Your EPP may require additional test(s) that Licensure does not lay out for you. You will follow the requirements of your EPP)
- Complete the Beginning teacher support program
 - This program is offered through Cumberland County Schools (CCS) and is a requirement for all initially licensed teachers.

Getting the License Extended for Year 2 and 3

- Must meet yearly requirements to have license extended after year 1 and after year 2
- Must be employed at least 6 months in the previous year to have license extended for another year
 - Late hires in year one will be put on a Emergency License or Permit to Teach.
- Must remain affiliated with an EPP and provide a completed Form RL to CCS Licensure after year 1 and year 2 to get license extended

How long do I have to complete the requirements?

- 3 years
- Residency Licenses expire yearly.
- You must meet yearly requirements to be extended for year 2 and year 3.
- There are no extensions past the 3rd year

Who pays for the course work and test(s) that I have to complete?

- Everyone that becomes licensed under Residency Licensure will have to go back to school and take classes. The number of classes will depend on what University you choose to attend and if they accept completed courses.
- All fees for courses and test are the responsibility of the Educator.
- There is no assistance through CCS for cost of courses.
- Contact your University for Financial Aid questions
- A one time testing reimbursement is available for Elementary Ed, Special Education, Middle grades math and High School Science. This is a year to year fund that can be taken way at anytime.



How do I complete the course work?

All course work will be completed through an Educator Preparation Program (EPP) through a University that you have chosen.

The EPP will outline all of the coursework.

We have provided in your folder information on some Universities that offer Residency Licensure Models.

What test do I take?

NC State board of Education licensure test are through Praxis and Pearson.

Once you have been hired you will meet with Licensure and test numbers will be provided, unless testing is needed to qualify.

The cost of testing runs between \$100 - \$160 per test.

I have been approved for Residency Licensure, how do I get a job?

- Complete an employment application at <https://ccs.ted.peopleadmin.com/hire/index.aspx>
 - Everyone should complete an online employment application. Please be sure to at least apply to the vacancy "Open Recruitment Licensed Teacher." This allows us to see your application.
 - A "How to Guide" for completing the application is in your folder.
- Contact schools that have vacancies in your approved area. The individual schools do their own hiring
 - Positions for the 19/20 SY are not posted on TeacherMatch at this time. Open Hiring starts at the Job fair and continues throughout the summer and into the school year.

How much do I get paid?

Lateral entry teachers are paid on the teacher scale.

2022-2023 Salary & *Annual Supplements - Teachers

Step	Bachelor's Teacher			Master's Teacher			School Counselors			Speech-Language			Psychologist			
	Monthly Salary 10 Months	County Annual Suppl.	State Annual Suppl. **	Monthly Salary 10 Months	County Annual Suppl.	State Annual Suppl.**	Master's		County Annual Suppl.	State Annual Suppl.**	Master's		County Annual Suppl.	State Annual Suppl.**	Advanced	
							Monthly 10 Months	County Annual Suppl.			Monthly 10 Months	County Annual Suppl.				
0	\$3,700	\$2,618.00	TBD	\$4,070	\$2,880.00	TBD	\$4,170	\$2,880.00	TBD	\$4,970	\$3,347.00	TBD	\$5,096	\$3,454.00	TBD	
1	\$3,800	\$2,618.00	TBD	\$4,180	\$2,880.00	TBD	\$4,280	\$2,880.00	TBD	\$5,080	\$3,347.00	TBD	\$5,206	\$3,454.00	TBD	
2	\$3,900	\$2,618.00	TBD	\$4,290	\$2,880.00	TBD	\$4,390	\$2,880.00	TBD	\$5,190	\$3,347.00	TBD	\$5,316	\$3,454.00	TBD	
3	\$4,000	\$2,618.00	TBD	\$4,400	\$2,880.00	TBD	\$4,500	\$2,880.00	TBD	\$5,300	\$3,347.00	TBD	\$5,426	\$3,454.00	TBD	
4	\$4,100	\$2,618.00	TBD	\$4,510	\$2,880.00	TBD	\$4,610	\$2,880.00	TBD	\$5,410	\$3,347.00	TBD	\$5,536	\$3,454.00	TBD	
5	\$4,200	\$2,618.00	TBD	\$4,620	\$2,880.00	TBD	\$4,720	\$2,880.00	TBD	\$5,520	\$3,347.00	TBD	\$5,646	\$3,454.00	TBD	
6	\$4,300	\$2,618.00	TBD	\$4,730	\$2,880.00	TBD	\$4,830	\$2,880.00	TBD	\$5,630	\$3,347.00	TBD	\$5,756	\$3,454.00	TBD	
7	\$4,400	\$2,654.00	TBD	\$4,840	\$2,919.00	TBD	\$4,940	\$2,919.00	TBD	\$5,740	\$3,470.00	TBD	\$5,866	\$3,577.00	TBD	
8	\$4,500	\$2,692.00	TBD	\$4,950	\$2,961.00	TBD	\$5,050	\$2,961.00	TBD	\$5,850	\$3,568.00	TBD	\$5,976	\$3,675.00	TBD	
9	\$4,600	\$2,808.00	TBD	\$5,060	\$3,088.00	TBD	\$5,160	\$3,088.00	TBD	\$5,960	\$3,614.00	TBD	\$6,086	\$3,721.00	TBD	
10	\$4,700	\$2,928.00	TBD	\$5,170	\$3,222.00	TBD	\$5,270	\$3,222.00	TBD	\$6,070	\$3,659.00	TBD	\$6,196	\$3,766.00	TBD	
11	\$4,800	\$3,043.00	TBD	\$5,280	\$3,347.00	TBD	\$5,380	\$3,347.00	TBD	\$6,070	\$3,708.00	TBD	\$6,196	\$3,815.00	TBD	
12	\$4,900	\$3,340.00	TBD	\$5,390	\$3,674.00	TBD	\$5,490	\$3,674.00	TBD	\$6,070	\$3,975.00	TBD	\$6,196	\$4,089.00	TBD	
13	\$5,000	\$3,434.00	TBD	\$5,500	\$3,778.00	TBD	\$5,600	\$3,778.00	TBD	\$6,070	\$4,026.00	TBD	\$6,196	\$4,139.00	TBD	
14	\$5,100	\$3,479.00	TBD	\$5,610	\$3,827.00	TBD	\$5,710	\$3,827.00	TBD	\$6,070	\$4,077.00	TBD	\$6,196	\$4,190.00	TBD	
15	\$5,200	\$3,523.00	TBD	\$5,720	\$3,875.00	TBD	\$5,820	\$3,875.00	TBD	\$6,070	\$4,129.00	TBD	\$6,196	\$4,243.00	TBD	
16	\$5,200	\$3,569.00	TBD	\$5,720	\$3,926.00	TBD	\$5,820	\$3,926.00	TBD	\$6,070	\$4,184.00	TBD	\$6,196	\$4,298.00	TBD	
17	\$5,200	\$3,814.00	TBD	\$5,720	\$4,196.00	TBD	\$5,820	\$4,196.00	TBD	\$6,070	\$4,475.00	TBD	\$6,196	\$4,594.00	TBD	
18	\$5,200	\$3,863.00	TBD	\$5,720	\$4,249.00	TBD	\$5,820	\$4,249.00	TBD	\$6,070	\$4,532.00	TBD	\$6,196	\$4,652.00	TBD	
19	\$5,200	\$3,912.00	TBD	\$5,720	\$4,304.00	TBD	\$5,820	\$4,304.00	TBD	\$6,070	\$4,595.00	TBD	\$6,196	\$4,715.00	TBD	
20	\$5,200	\$3,962.00	TBD	\$5,720	\$4,359.00	TBD	\$5,820	\$4,359.00	TBD	\$6,290	\$6,290.00	TBD	\$6,416	\$4,777.00	TBD	
21	\$5,200	\$4,015.00	TBD	\$5,720	\$4,417.00	TBD	\$5,820	\$4,417.00	TBD	\$6,290	\$6,290.00	TBD	\$6,416	\$4,838.00	TBD	
22	\$5,200	\$4,068.00	TBD	\$5,720	\$4,475.00	TBD	\$5,820	\$4,475.00	TBD	\$6,290	\$6,290.00	TBD	\$6,416	\$4,903.00	TBD	
23	\$5,200	\$4,120.00	TBD	\$5,720	\$4,532.00	TBD	\$5,820	\$4,532.00	TBD	\$6,290	\$6,290.00	TBD	\$6,416	\$4,968.00	TBD	
24	\$5,200	\$4,177.00	TBD	\$5,720	\$4,595.00	TBD	\$5,820	\$4,595.00	TBD	\$6,290	\$6,290.00	TBD	\$6,416	\$5,038.00	TBD	
25+	\$5,400	\$5,233.00	TBD	\$5,940	\$5,657.00	TBD	\$6,040	\$5,657.00	TBD	\$6,762	\$6,762.00	TBD	\$6,888	\$6,105.00	TBD	

NOTE: Master's level speech-language pathologist includes master's level audiologist
 *Supplements are paid annually and staff must fulfill their contract to qualify for payment. If working less than full-time and/or a full year, supplements are prorated based on actual time worked.
 **State supplement only applies to teachers and instructional support staff who are assigned to schools or on a school payroll.

State funded supplements are paid utilizing funds allocated by the General Assembly pursuant to NC SB 105 and are contingent on the continued availability of state funding.

I have been hired, now what?

- Once you have been hired and a staff action (request for hire) has been completed and received by Licensure, we will send you an invitation, via email, to a group licensure meeting.
- Meetings will be scheduled to begin in August.
- During the meeting we will go over the requirements of the program and you will receive your application for your residency license. The license fee is \$100.

Who to call?

Question	Who to call	Phone umber	Email Address
Applications	Cynthia Ringler	678-2320	cynthiaringler@ccs.k12.nc.us
Document Submission	Cynthia Ringler	678-2320	cynthiaringler@ccs.k12.nc.us
Licensure Questions	Jennifer Rancour Jo-Ann Tumilty	678-2349 678-2639	jenniferrancour@ccs.k12.nc.us / joanntumilty@ccs.k12.nc.us

Document submission via email is preferred.