



# Board of Education Future Teacher Scholarship

November 5, 2025

START  
GROW HERE.



# Agenda

- **Where We've Been: The Story Behind the Future Teacher Scholarship**
  - Origin and Intent
  - Years of Implementation and Return on Investment
- **Where We are Now: Staffing Trends and Data Review**
  - Current Scholarship Recipients
  - Staffing Data
- **Where We are Going: Recommendations and Strategic Expansion**
  - Proposed Expansion of the Scholarship Program
  - Targeted Hiring and Recruitment Strategies
- **Next Steps and Discussion**



**START HERE**  
**GROW HERE**

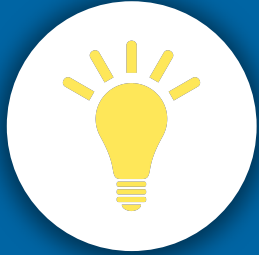


# History Behind the Board of Education Future Teacher Scholarship

START

GROW HERE

# Origin and Intent



New Hanover County Commissioners = \$100,000 yearly investment

The scholarships are designed to “**provide incentive, recognition, and financial assistance to outstanding individuals who are academically talented for professional development in the field of education.**”

They aim to **attract high-quality individuals into the teaching profession**, specifically with the goal of serving in the New Hanover County School system.

Recipients are awarded \$28,000 loan for 4 years

The degree must lead to licensure

Must be employed with New Hanover County Schools for 4 years



# BOE Scholars

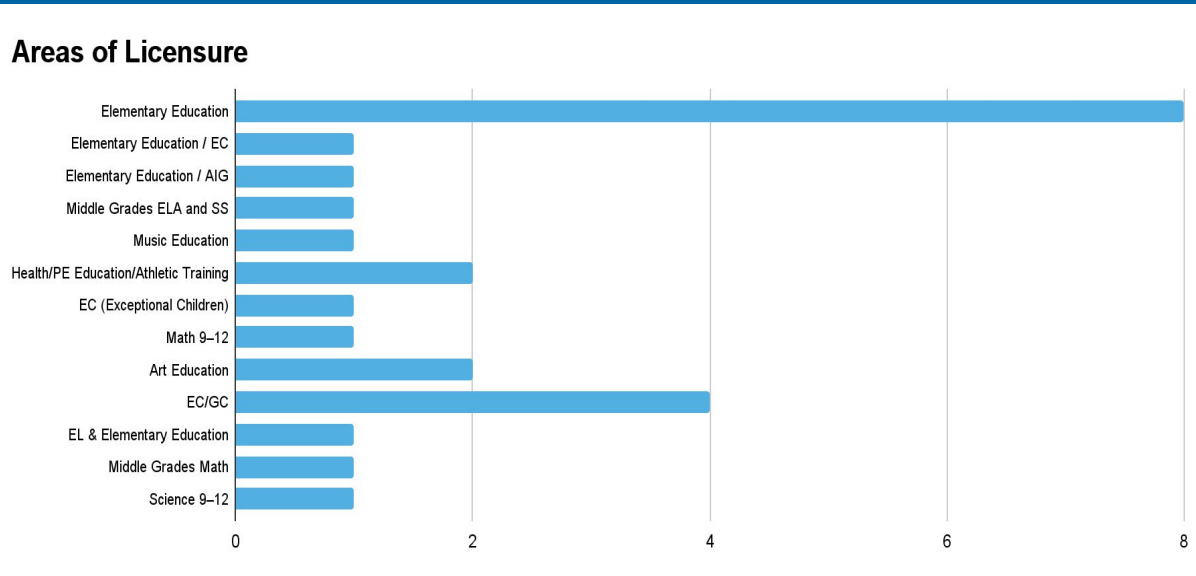
START  
GROW HERE

School Year		Award Recipients	Loan Fulfilled	Default Recoupment
2011-2014	\$17,000	7	1	None
2012-2016	\$7,000	2	0	None
2013-2017	\$6,000	3	2	None
2014-2018	\$7,500	1	1	N/A
2015-2019	\$52,000	3	1	None
2016-2021	\$105,000	4	3	1 on 5 year repayment plan
2017-2022	\$91,000	4	1	2 on 5 year repayment plan
2018-2023	\$101,500	4	2	1 on 5 year repayment plan
2019-2024	\$59,500	4	1	1 on 5 year repayment plan
<b>Total</b>	<b>\$446,500</b>	<b>32</b>	<b>12</b>	
			<b>\$167,437.50</b>	<b>. 375% return on investment</b>



# BOE Scholars Licensure Area

START  
GROW HERE





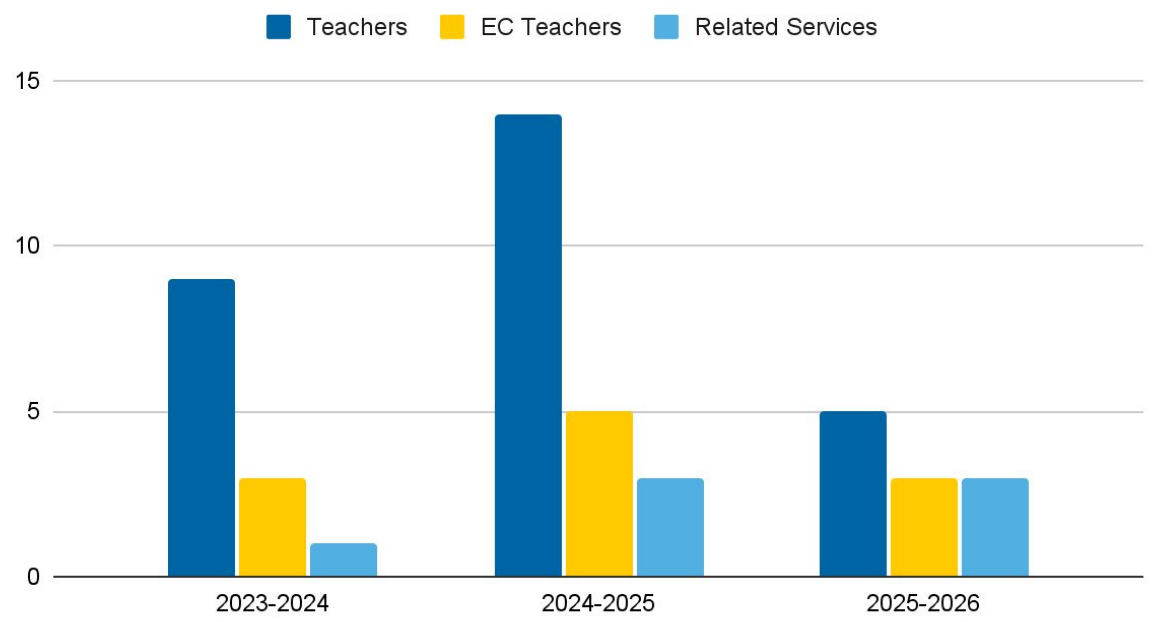
# Staffing Trends & Data Review

START

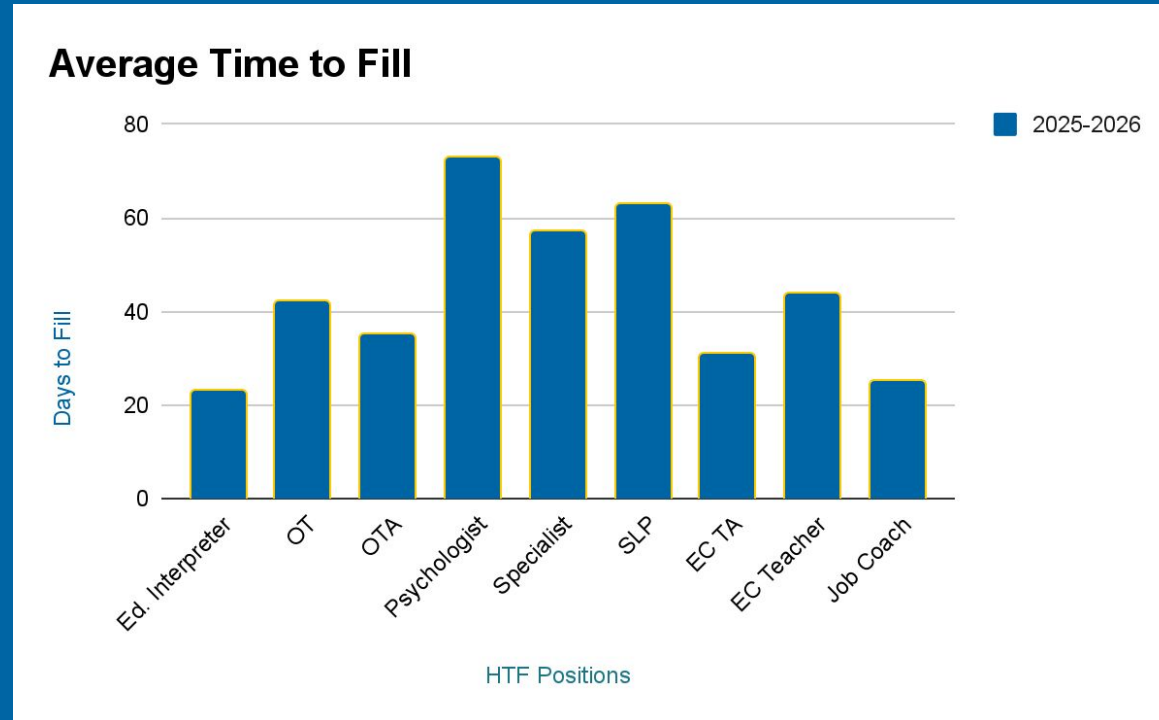
GROW HERE



## Start of Year Vacancies



## Time Required to fill Hard to Fill Vacancies





## Cost to Contract HTF Positions

Educational Interpreter		
School Year	Hourly Rate	Contracted Employees
2023-2024	\$60	0
2024-2025	\$60	1.5
2025-2026	\$65-70	4



## Cost to Contract HTF positions

Speech-Language Pathologist		
School Year	Hourly Rate	Contracted Employees
2023-2024	\$61-65	7 (covering vacancies & services that are historically hard to fill)
2024-2025	\$60	8 (covering vacancies & services that are historically hard to fill)
2025-2026	\$65-70	10 (covering vacancies & services that are historically hard to fill. Also increase in Speech service across the district.)



## Cost to Contract HTF positions

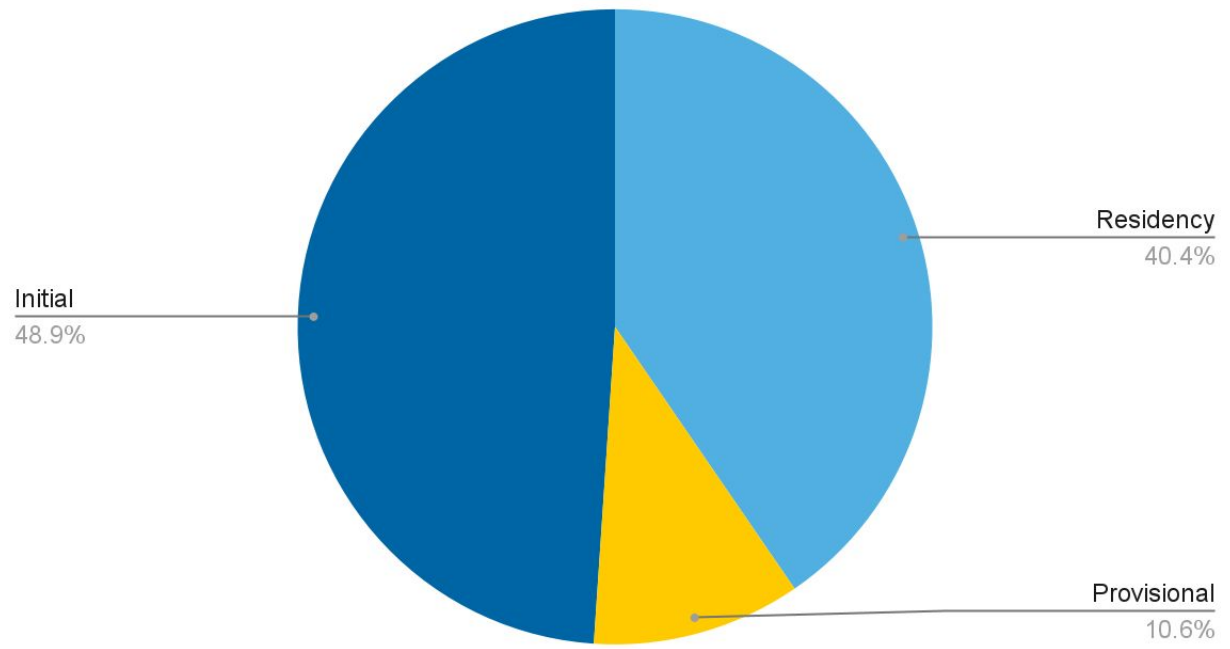
Teacher of the Visually Impaired		
School Year	Hourly Rate	Contracted Employees
2023-2024	N/A	N/A
2024-2025	\$76-85	1 full-time, 2 part-time
2025-2026	\$69-87	1 full-time, 2 part-time



## Cost to Contract HTF positions

OT/PT		
School Year	Hourly Rate	Contracted Employees
2023-2024	N/A	N/A
2024-2025	N/A	N/A
2025-2026	\$65-75	1 part-time (anticipating retirements- leading to this potentially becoming a HTF role)

## Licensure of Exceptional Children Beginning Teachers





# Staffing Strategies

- **Reinstitution of Teacher Cadet I Honors and Teacher Cadet II Honors**
- **Targeted recruiting for EC and related service providers**
- **Incentive Programs: Tuition Reimbursement and Testing/Licensure Reimbursement**
- **Specialized support for alternatively licensed teachers**
- **Specialized support for Future Teacher Scholarship Awardees by Educator Development Team Specialist**
- **Additional mentoring for EC Teachers**



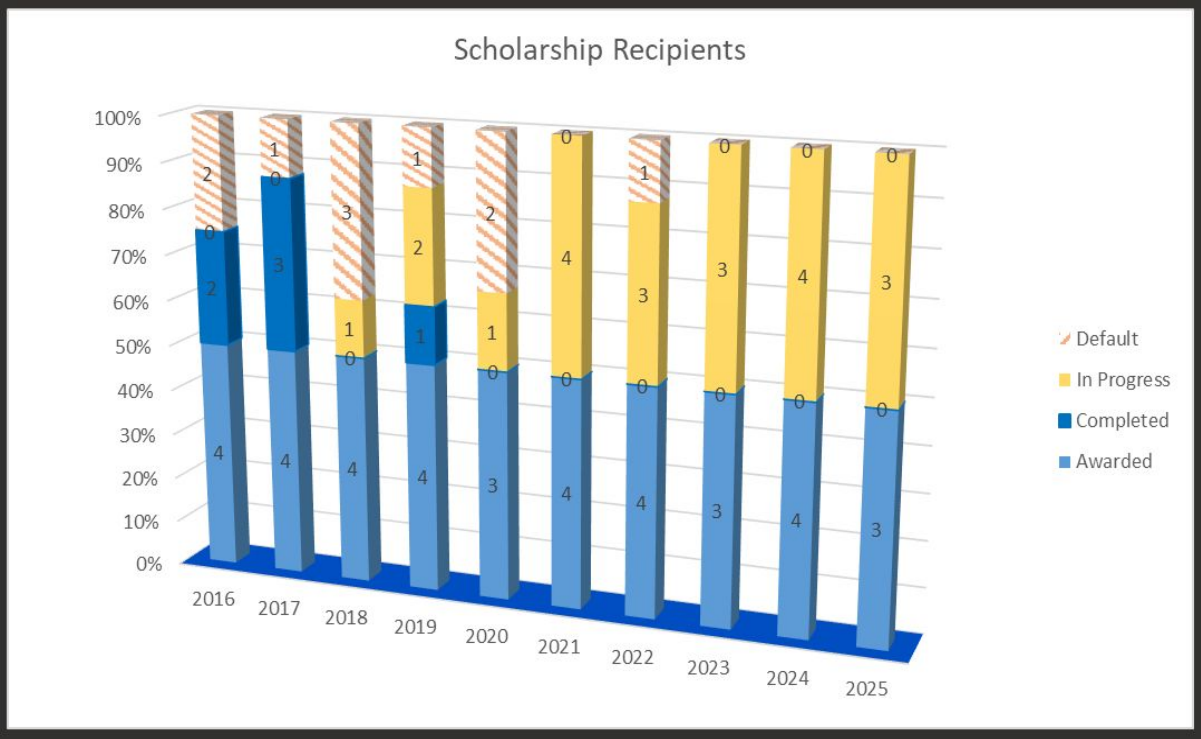
# Recommendations for Strategic Expansion

START  
GROW HERE



# Scholarship Status

START  
GROW HERE





# Recommendations for Expansion



## Recommendation 1

Re-evaluate scholarship recipient award distribution to those in their last 2 years of their program



## Recommendation 2

Prioritize and expand scholarship awards to organizational needs *EC Teachers, EC Related Service Providers, and specific licensure areas for HTF positions*



## Recommendation 3

Establish “NHCS Board Loan Forgiveness” program for retention within NHCS



## Recommendation 4

Include HR as part of the NHCS Board Scholarship Loan Process



## Recommendation 5

Flexibility to provide payment towards tuition for juniors and seniors in college finishing up their programs in exchange for 2 years of teaching with NHCS as another option.



## Recommendation 6

Expand marketing strategy for the 2025-2026 application process

**START**  
**GROW HERE.**



# Key Takeaways

**NHCS appreciates New Hanover County Commissioners' support**

**Seeking to realign scholarship intent with district hiring needs**

**Flexibility for expansion of eligible candidates: EC and HTF**

# Next Steps

**Approval for programmatic adjustments**

**Revise marketing and application process to include new candidate categories**

**Develop and publish Future Teacher Scholarship Timeline**

**Human Resources Contact:**

- **Brittany Pritchett, Educator Development Specialist**