

Human Resources Overview

TCS Board Summitt
September 16, 2022



Human Resources Page

- ▶ Why Thomasville
- ▶ Job Vacancies
- ▶ Licensure
- ▶ Beginning Teacher Support
- ▶ Awards & Recognitions
- ▶ Forms/Documents
- ▶ United Way Campaign
- ▶ Staff COVID-19 Information

The screenshot shows the Human Resources page of the Thomasville City Schools website. At the top is a navigation menu with links for ABOUT, DEPARTMENTS, COMMUNITY, PARENTS, STUDENTS, STAFF, CAREERS, and SCHOOLS. The Thomasville City Schools logo is centered in the header. Below the navigation, the page title is 'Human Resources' with a breadcrumb trail 'Human Resources > Human Resources'. The main content area features a graphic with the text 'Human Resources in BULLDOG NATION' and the tagline 'Excellence • Diversity • Unity • Pride'. Below this is a photo of two women, Krystal Craven and Barbara Everette, with their titles: Chief Human Resources Officer and Human Resources Specialist. A quote reads 'Because People Matter'. A sidebar on the right contains a list of links: Human Resources, Job Vacancies, Licensure, Beginning Teacher Support, Awards & Recognitions, Forms/Documents, United Way Campaign, and Staff COVID-19 Information. At the bottom, there is a paragraph about the school system's commitment to hiring dedicated employees and a link to 'Why Thomasville'.

NC Instate Graduates License:

Completion of an approved education program through a college/university and have successfully completed all course work and appropriate testing. The university must recommend for the NC license.

Out of State Applicants:

Reciprocal licensing plans allow educators from outside North Carolina to establish eligibility for licensing in this state. Reciprocity applies to the extent that out-of-state education programs from regionally accredited colleges and universities are equivalent to North Carolina's standards for approved education programs.

Licensure- ALTERNATIVE ROUTES TO LICENSURE

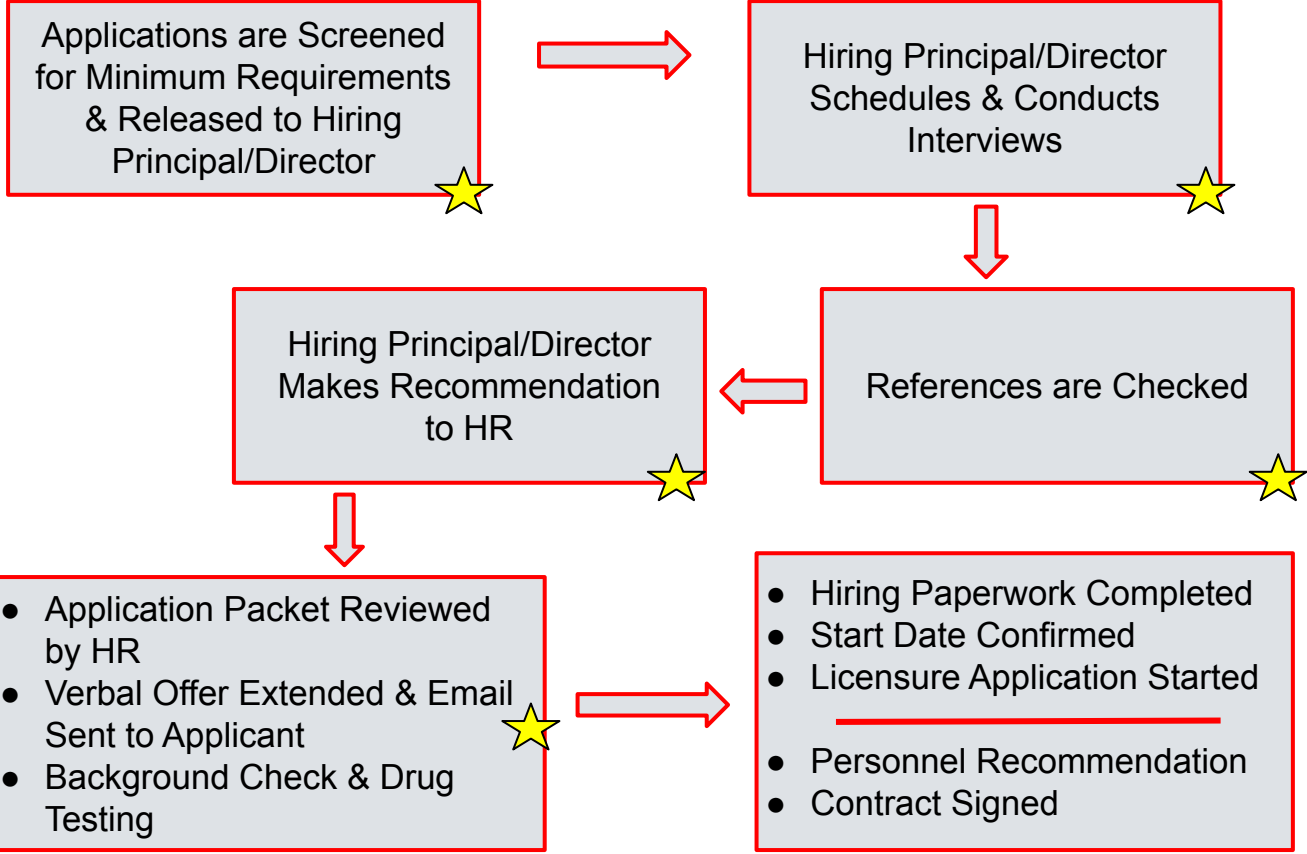
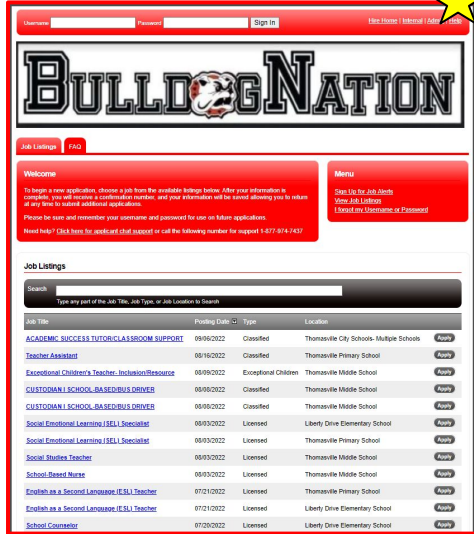
Licensure Routes Fast Facts

		Permit to Teach (PtT)	Emergency License (EL)	Residency License (RL)
Definition	As detailed in LICN-001	One-year nonrenewable license Previously known as Emergency Permit to Practice	One-year nonrenewable license	Replaces Lateral Entry as the NC alternative license One year, with option to renew twice, within no more than a 3-year period
Qualifications	Bachelor's Degree from Regionally Accredited	✓	✓	✓
	Coursework or Testing		18 SH	24 SH or NC SBE Licensure Area Exam/s
	Completion of NCSBE Pre- service Requirements (10 Day Training or ETT)		✓	✓
	Additional Requirements	Lack of eligible candidate documentation		Enrolled in EPP
Specifications	Must be Requested by Employing School System	✓	✓	✓
	License Level	A Level	A Level	A Level
	Paygrade	A-00	Experience & Grad Pay	Experience & Grad Pay
	One-Year License	✓	✓	✓
	Renewable?	No	No	Twice within 3-year Period Must have: * taught 6 calendar months * continued enrollment in EPP * continued employment * completion of pre-service requirements

Alternative Routes Assistance

- ▶ [Permit to Teach License \(PtT\)](#)
- ▶ [Emergency License \(EL\)](#)
- ▶ [Residency License \(RL\)](#)
- ▶ [Career-Technical Education \(CTE\)](#) - Based on full-time documented work experience and high school diploma or degree depending on the licensure area. Licensure completion may be through a NC university approved teacher education program or NCDPI may outline the specific requirements. CTE license completion is required within 3 school years including Praxis II test for specific areas.

Interviewing/Hiring Processes



Applications are Screened for Minimum Requirements & Released to Hiring Principal/Director



Hiring Principal/Director Schedules & Conducts Interviews



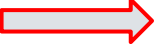
References are Checked



Hiring Principal/Director Makes Recommendation to HR



- Application Packet Reviewed by HR
- Verbal Offer Extended & Email Sent to Applicant
- Background Check & Drug Testing



- Hiring Paperwork Completed
- Start Date Confirmed
- Licensure Application Started

- Personnel Recommendation
- Contract Signed

Non-Faculty Working w/Students-

Coaches, Health Department Nurses, Contracted Workers, etc.

First

- Volunteer Coaching Application or Information Provided by Director (*EC, Student Services, etc*)

Second

- Background Check & Drug Screening
- Confidentiality Agreement Signed
- Access Granted Based on Position (*email, PowerSchool, etc*)

Last

- Individual Added to Personnel Recommendation for Board Approval