

GENERAL ASSEMBLY OF NORTH CAROLINA

Session 2017

Legislative Fiscal Note

BILL NUMBER: House Bill 285 (Third Edition)

SHORT TITLE: Suicide Prevention/Awareness School Personnel.

SPONSOR(S): Representatives Murphy, Hardister, Dollar, and Dobson

FISCAL IMPACT					
(\$ in millions)					
	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Estimate Available		
	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
State Impact					
General Fund Revenues:	-	-	-	-	-
General Fund Expenditures:	-	-	-	-	-
State Positions:	0.0	0.0	0.0	0.0	0.0
NET STATE IMPACT	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Local Impact					
Revenues:	-	-	-	-	-
Expenditures:	\$0.0	\$0.8	\$0.1	\$0.8	\$0.1
NET LOCAL IMPACT	\$0.0	(\$0.8)	(\$0.1)	(\$0.8)	(\$0.1)
PRINCIPAL DEPARTMENT(S) & PROGRAM(S) AFFECTED: Departments of Public Instruction and Health and Human Services					
EFFECTIVE DATE: When the bill becomes law and applies beginning with the 2018-19 school year.					
TECHNICAL CONSIDERATIONS: None					

BILL SUMMARY: Amends Article 25A of Chapter 115C to add a new section that directs the State Board of Education in consultation with the Department of Health and Human Services, Division of Public Health, to develop a youth suicide awareness and prevention training program and a model risk referral protocol for local school administrative units (LEAs) to provide to school personnel who work directly with students in grades 6-12. The training must consist of at least two hours of evidence-informed instruction to increase awareness of suicide, identification of risk factors and signs, and information for suicide prevention resources and support. School employees who work directly with students in grades 6-12 are required to receive the training within 12 months of employment and every two years thereafter while employed with that local school board or charter school. Training must be provided to the employee at no cost and can be offered in various formats, including electronically, either via teleconference or through an individual program of study that consists of at least two hours of instruction. For purposes of this requirement, school personnel includes all of the following: teachers, teacher assistants, bus

drivers, cafeteria workers, janitorial staff, media coordinators, athletic coaches, administrators, administrative assistants, school safety resource officers, school nurses, social workers, psychologists, counselors, and any other school employee who has direct contact with students.

These requirements also apply to local school administrative units, charter schools, regional schools, and laboratory schools (public school units).

Beginning with the 2018-19 school year, each public school unit is required to provide the training program and model risk referral protocol, or a locally developed plan that meets the requirements of this statute. Public school units are required to report to the Department of Public Instruction (DPI) on compliance with mandatory training and prevention requirements by September 15 of each year.

ASSUMPTIONS AND METHODOLOGY:

State Costs: HB285 requires the State Board of Education in consultation with the Department of Health and Human Services (DHHS), Division of Public Health (DPH), to develop a youth suicide awareness and prevention training program and a model risk referral protocol for public school units to provide to school personnel who work directly with students in grades 6-12.

According to the Departments of Public Instruction and Health and Human Services, the development of the training program and model risk referral protocol is not anticipated to have a fiscal impact, as the two departments have been working together to develop suicide prevention protocol and training within existing resources. A two-hour evidence-informed online training module, accessible through an existing DPI online framework, has already been created by DPI in consultation with DHHS and could serve as a mechanism for meeting the training requirements for school personnel. The current training program was funded through a contract from DPH with funds from the Substance Abuse and Mental Health Services Administration's (SAMHSA) Garrett Lee Smith Youth Suicide Prevention Program. However, the existing training program is longer than the length specified in the bill. DHHS reports that the workgroup that prepared the current training is working to shorten it to meet the requirements of the bill.

Local Costs: HB 285 requires all public school units to provide a youth suicide awareness and prevention training program to school personnel who work directly with students in grades 6-12 at no charge to the employee. The training must consist of at least two hours of evidence-informed instruction and is required to be completed within 12 months of employment and every two years thereafter.

Public school units have to the option to use the training and protocol developed by DPI, or use a locally developed plan that meets the requirements of the bill. This fiscal note assumes that all public school units will take advantage of the existing suicide prevention training program available on DPI's website and therefore would not incur any cost of developing a local training module or contracting with a private vendor.

Even if the suicide prevention training program can be obtained free-of-charge, there is an employee cost of participation. To determine the cost of participation, the following assumptions about school personnel are made:

- Professional level employees will receive training during the normal course of business and will not be compensated for their participation. No additional costs are anticipated.
- Hourly wage employees will be compensated for their participation in the two-hour training. This fiscal note assumes that all hourly wage employees will take the course outside of normal hours worked. The 2016-17 average salaries for hourly rate employees will be used to calculate an average hourly rate for groups of similar position types. The hourly rate paid by local school administrative units (LEAs) will be applied to hourly wage employees at charter schools as well.
- Based on data from FY 2014 through FY 2016, the average rate of teacher turnover is approximately 10%. This fiscal note assumes that the turnover rate of hourly wage school employees is similar to the teacher turnover rate.

Table 1 below contains the estimated total number of professional staff and hourly wage employees who work directly with students in grades 6-12 employed by LEAs. Table 2 contains similar information for charter schools.

Fiscal Impact: The one-year cost of the training requirements in HB285 is \$768,386, which reflects the cost of hourly wage employees' participation in a 2-hour training. Employees are required to participate in the training program, at no cost to the school employee, initially within 12 months of employment and every 2 years thereafter so the training cost is recurring. However, because the training is only required every two years the cost is not consistent between fiscal years. Assuming hourly wage employee turnover of 10% annually, the cost of training drops to approximately \$76,800 every other fiscal year.

Table 1: Estimated full-time school personnel employed by LEAs and who work directly with students in grades 6-12

Position Classification	Source of Funds			Total	Estimate of Grades 6-12	Hourly Rate w/ Benefits	Cost for 2 hours
	State	Federal	Local				
Principals	2,389	10	53	2,452	1,351	(2)	
Assistant Principals	2,172	10	756	2,938	1,746	(2)	
Subtotal - Administrators	4,561	20	809	5,390	3,097		
Elementary Teachers	45,143	3,448	3,374	51,965	-		
Secondary Teachers	23,651	519	1,904	26,074	26,074	(2)	
Other Teachers	13,138	2,092	1,035	16,265	9,666	(2)	
Subtotal - Teachers	81,932	6,059	6,313	94,304	35,740		
School Counselors	3,616	60	306	3,982	2,366	(2)	
Psychology Personnel	630	92	38	760	452	(2)	
Media Coordinators and Audio-Visual Staff	2,047	5	152	2,204	1,310	(2)	
Consultants and Supervisors of Instruction	770	474	432	1,676	996	(2)	
Other Professional Staff	4,009	714	2,215	6,938	4,123	(2)	
Subtotal - Professionals	11,072	1,345	3,143	15,560	9,247		
Teacher Assistants	15,720	3,971	1,937	21,628	2,163	\$ 18.93	\$ 81,884
Technicians	537	152	1,091	1,780	1,058	\$ 22.13	\$ 46,818
Clerks/Secretaries	6,247	266	3,809	10,322	6,134	(2)	\$ -
Service Workers	11,847	312	7,315	19,474	11,573	\$ 18.93	\$ 438,038
Skilled Workers/Craftsmen	950	11	2,139	3,100	1,842	\$ 18.73	\$ 68,999
Laborers	328	24	346	698	415	\$ 18.73	\$ 15,536
Subtotal - Other	35,629	4,736	16,637	57,002	23,184		
LEA Total	133,194	12,160	26,902	172,256	71,268		\$ 651,274
	77%	7%	16%				

Table 2: Estimated full-time school personnel employed by Charter Schools and who work directly with students in grades 6-12

Position Classification	Source of Funds			Total	Estimate of Grades 6-12	Cost of Training	Hourly Rate w/ Benefits	Cost for 2 hours
	State	Federal	Local					
Principals	184	0	4	188	-	-	(2)	
Assistant Principals	165	3	8	176	-	-	(2)	
Subtotal - Administrators	349	3	12	364	0	0		
Subtotal - Teachers	5,379	272	57	5,708	0	0		
Teacher Assistants	969	69	29	1,067	1,067	2,134	\$ 18.93	\$ 80,793
Technicians	60	0	3	63	63	126	\$ 22.13	\$ 5,577
Clerks/Secretaries	341	3	15	359	359	718	(2)	
Other Non Certified	377	13	16	406	406	812	\$ 18.93	\$ 30,742
Subtotal - Other	1,747	85	63	1,895	1,895	3,790		
LEA Total	7,975	384	148	8,507	1,895	3,790		\$117,112
	94%	5%	2%					

SOURCES OF DATA: Department of Public Instruction and Department of Health and Human Services

TECHNICAL CONSIDERATIONS: None

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