

National Board for Professional Teaching Standards

Joint Education Committee
Monday, February 8, 2016

- Bonuses for Candidates (initial certification and renewals)
- Grants for Support Sites; Support for teachers to attend support sessions
- Funding for National Board Candidacy

How is funding spent?

A Look at the Past

	(Renewals Began)								
	SFY07	SFY08	SFY09	SFY10	SFY11	SFY12	SFY13	SFY14	SFY15
NBPTS Bonus Payments	\$ 2,825,000	\$ 2,870,000	\$ 5,309,000	\$ 6,650,000	\$ 7,980,000	\$ 9,330,000	10,695,000	11,590,000	\$ 12,940,000.00
# of NBPTS Payments:	565	574	1,062	1,330	1,596	1,866	2,139	2,318	2,588
National Standards Board - Payment	\$ 727,500	\$ 437,500	\$ 607,500	\$ 342,500	\$ 497,500	\$ 497,500	492,500	485,000	\$ 456,000.00
Candidate Support Centers	\$ 76,000	\$ 85,100	\$ 91,950	\$ 91,043	\$ 99,150	\$ 95,358	95,000	92,064	\$ 95,000.00
Substitute Pay***	\$ 16,211	\$ 15,237	\$ 1,891	\$ 30,202	\$ 12,428	\$ 15,694	13,972	10,524	\$ 12,628.00
Total Payments	\$ 3,644,711	\$ 3,407,837	\$ 6,010,341	\$ 7,113,745	\$ 8,589,078	\$ 9,938,552	11,296,472	12,177,588	\$ 13,503,628.00

Notes: SFY = State Fiscal Year - July 1 - June 30

*SFY02 - SFY03 - NBPT Bonus Payments = \$2,000 each

SFY04 NBPTS Bonus Payments = \$3,000 each

SFY05 NBPTS Bonus Payments = \$4,000 each

SFY06 - SFY12 NBPTS Bonus Payments = \$5,000 each

**National Standards Board - Payment - SFY06 - see SFY07 includes 2 payments

***Substitute Pay - SFY10 includes SFY09

**128
Renewals
Funded
Since 2008**

**79 New
Renewals;
207 total
renewals**

- The law is silent regarding National Board renewals, and instead states as follows:

A.C.A. § 6-17-412(a)(4):

"Yearly bonus" means a bonus that is given once every school year **following the year of initial certification.**

A.C.A. § 6-17-413(a)(3):

The department shall pay a starting incentive bonus of [\$5,000] upon receiving the certification of the national board and a yearly incentive bonus of [\$5,000] for every school year **for the life of the certificate** of the national board . . .

- At the time the law was enacted, the initial term of a certificate was 10 years. A renewal was for another 10 years. *(After 2017, the NBPTS will issue a certificate with a 5-year initial term and a 5-year renewal.)*
- Because of this wording, those who renewed their certificates were paid the annual bonus for another 10 year cycle.

WHAT DOES THE "LAW" SAY REGARDING NATIONAL BOARD RENEWALS

WHY the CONCERN?

	SFY16 PROJECTED	SFY17 PROJECTED	SFY18 PROJECTED
NBPTS Bonus Payments	\$13,075,000.00	\$13,230,000.00	\$16,480,900.00
# of NBPTS Payments:	2,615	2,646	3,296
National Standards Board - Payment	\$296,400.00	\$475,000.00	\$380,000.00
Candidate Support Centers	\$140,292.00	\$203,542.00	\$95,000.00
Substitute Pay***	\$12,520.00	\$20,000.00	\$12,000.00
Total Payments:	\$13,524,212.00	\$13,928,542.00	\$16,967,900.00
	116 New Renewals Projected; 323 Total Renewals Projected	82 New Renewals Projected; 405 Total Renewals Projected	216 possible renewals; 621 Total Renewals Projected <i>* Projecting 200 new candidates</i>

National Board funding for FY16 is \$13,800,000 budget. Additional appropriations will need to be made to cover the 2017 projections and more for the 218 projections.

The large increase for SFY18 reflects the three years National Board used to change their curriculum. Candidates entering in the summer of 2014 are unable to certify until fall of 2017 and will not receive their first bonus until the spring of 2018. So three years of new candidates will all certify at once.

Components 1 & 2 became available in 2014; Component 3 in 2015 and Component 4 in Nov. of 2016. Candidates will submit in spring of 2017, pass or fail in Nov. 2017 and receive first payment in spring of 2018.

What Happens if No Changes?

	SFY18 PROJECTED
NBPTS Bonus Payments	\$16,480,900.00
# of NBPTS Payments:	3,296
National Standards Board - Payment	\$380,000.00
Candidate Support Centers	\$95,000.00
Substitute Pay***	\$12,000.00
Total Payment	\$16,967,900.00
Funding	\$13,854,260.00
	-\$3,113,640.00
	216 possible renewals; 621 Total Renewals Projected <i>* Projecting 200 new candidates</i>

Bonuses paid first; pro-rated amount \$2,770.85

No funding available for candidacy or for support.

- A sub-committee of the National Board Advisory Committee was convened to determine a solution. Below are the options suggested.
 - Continue to finish with those who have achieved the additional 10 year bonus and those who have submitted by June 1, 2016. **This is not financially feasible.**
 - Stop all 10 year renewals effective June 1, 2016. **This option would be most disruptive to NBCTs.**
 - Phase out the second 10-year renewal. All NBCTs with less than five years left on the renewal certificate would not receive any further bonuses after 2016. Those with five years or more would receive \$5,000 2017; \$4,000 2018; \$3,000 2019; \$2,000 2020 and \$1,000 2021. **This is the option the committee sees as best solution moving forward.**

What do we do about the NBCTs currently receiving the 10 year renewal bonus?

1. Define Initial Certification

- “Initial certification” includes an initial 10-year certificate, which is the certificate currently in place, and the new 5-year certificate plus the first 5-year renewal, the process to begin next year. In 2017, National Board will no longer issue a 10 year certificate, but rather certification will be for 5 years with candidates eligible to renew certification every 5 years. This definition will cap yearly bonus payments at 10 years for a candidate.
- The proposed rule clarifies that all payments under this program are for the period of the initial certification which will not exceed a total of 10 years. In fiscal years 2017 and 2018, the projected cost of funding National Board exceeds the appropriation.

2. Phase out renewal bonuses beyond 10 years

- This schedule was developed to eliminate the continuation of payments for a 10-year certificate renewal, but to phase out the renewals to minimize the financial impact for those who have recently renewed.

The Big Changes

- More funding to keep renewals beyond a 10 year certificate
- Opportunities for NBCT renewal candidates to serve in leadership positions for which they can earn stipends, additional compensation, etc.
- Policies to provide incentives for School Districts to reward NBCTs beyond current initiatives, i.e. tiered licensure structure to advance beyond a standard 5 year license

Options for NBCT Renewal Candidates
