



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

National Board for Professional Teaching
Standards Certification Participation Fee
Grant Program

§ 115C-296.2A

Date Due: January 15, 2026
DPI Chronological Schedule, 2024-2025

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION

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NC DEPARTMENT OF PUBLIC INSTRUCTION

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INTRODUCTION

BACKGROUND: SL 2021-180 Section 7.27(a) established a grant program during the 2021-2023 fiscal biennium for qualifying public-school units (PSUs) to improve teacher quality and mitigate learning loss, notwithstanding G.S. 115C-296.2, by reimbursing teachers for the cost of the participation fee for National Board for Professional Teaching Standards (NBPTS) certification, in response to the COVID-19 pandemic.

Additionally, for the 2023-2024 fiscal year, the biennial budget passed in 2023 (Session Law 2023-134, Section 7.15(b)) also allocated an additional funding allotment of remaining Esser funds toward this reimbursement.

- The law is prescriptive in the criteria for a PSU to qualify and participation required an application submission by each PSU
- Governing bodies of PSUs receiving funds are required to distribute by criteria outlined in the law
- The opportunity is not contingent on a teacher receiving national board status. It is available for any who applied regardless of the outcome of the attempt.

A total of \$1,000,000 was available from this funding source to reimburse teachers seeking National Board Certification reimbursement for fiscal year 2024-25. Of the 1,853 applicants seeking reimbursement across the state, 965 received some form of allotment.

Funding Source: Session Law 2023-134

Session Law 2023-134, Section 7.15(b) allotted \$1,000,000 for the 2024-2025 school year. Unlike the limited districts identified in previous Session Law 2021-180, this funding was available to all PSUs across the state.

Allocations were determined based on whether a teacher was teaching in a low performing school and the percentage of students identified as economically disadvantaged in their school. A total of \$1,000,000 dollars was allocated across the state for reimbursement.

Annual Reporting

1. Public school units applying for and receiving grants.

For 2024-2025, NCDPI gathered data from two sources: PSUs directly, and administrative data gathered from the National Board application NBCONNECT. This method allowed for a more complete accounting of those educators that paid for National Board components and were eligible to be considered for reimbursement. Given the more comprehensive data collection effort there were 105 public school units identified. Of the 105 public school units, 15 are charter districts and 90 are regular school districts. The total requested amount across all above referenced PSUs amounted to \$1,945,430, representing all 105 PSUs. The total amount allotted based on the methods identified in legislation, and outlined above, was \$1,000,000, representing 102 PSUs. The total amount distributed specifically to teachers was \$823,279, representing 89 PSUs. For a full breakdown of the distribution by LEA, see Appendix A.

2. Number of teachers receiving reimbursements.

There was a total of 1,853 teachers eligible to apply for reimbursement. Of those, around half (965) were allocated funding based on the amount available and the criteria set out in law, as noted above. Of the 965 teachers that were allocated funding, 826 had funding distributed to them by their PSU.

3. Demographic information of teachers receiving reimbursements.

In prior reporting cycles, demographic information for National Board reimbursement recipients could not be provided due to limited data collection methods. However, recent improvements in data collection now allow for a more comprehensive examination of recipient demographics.

Gender

Of the 964 teachers who received National Board reimbursements, a substantial majority (863, or 90 percent) were female. Eighty-four (9 percent) were male, and 17 recipient genders were not collected.

Age

Table 1 presents the distribution of recipients by age group. More than one-third (36 percent) of teachers are between 40 and 49 years old, and nearly another third (31 percent) fall into the 30–39 age group.

Table 1: National Board Candidates Reimbursed by Age Group

Recipient Age	Number of Recipients
20-29	94
30-39	300
40-49	350
50-59	184
60-69	29
70-79	2
Not Provided	5

Race/Ethnicity

More than three-quarters of recipients (76 percent) identified as White (Table 2). Black recipients represented 14 percent of the total, while Hispanic/Latino teachers comprised fewer than five percent. Asian and American Indian/Alaskan Native recipients each accounted for less than one percent of the total.

Table 2: National Board Candidates Reimbursed by Race/Ethnicity

Recipient Race/Ethnicity	Number of Recipients
American Indian/Alaskan Native	6
Asian	11
Black	133
Hispanic/Latino	44
White	732
Not Provided	38

Education Level

As shown in Table 3, nearly three-quarters (73 percent) of recipients reported holding undergraduate degrees. About one-quarter (25 percent) had earned a master's degree. Advanced (S-level), Doctorate, and CTE degrees were comparatively rare, collectively representing about 2 percent of all recipients.

Table 3: National Board Candidates Reimbursed by Education Level Obtained

Recipient Education Level	Number of Recipients
Advanced (S Level)	11
CTE	2
Doctorate	2
Masters	240
Undergraduate	704
Not Provided	5

4. Employment status of teachers receiving reimbursements, including the public school where the teacher is employed and whether the teacher remains employed with his or her original qualifying public school.

With the improvements in data collection methods for this reporting period, the Department is now able to track the employment status of reimbursement recipients beginning with this cohort.

Table 4: Within Year Retention of NB Reimbursed Educators

Disposition	Within Year Retention	
	(N)	(%)
Stayed	912	94.5%
Moved to a different district	3	0.3%
Moved to a different school	29	3.0%
Moved to central office	5	0.5%
Left	16	1.7%

This cohort will be monitored for employment status going forward and reported in subsequent annual reports over time.

- 5. Licensure areas of teachers receiving reimbursements.** Improvements to collection methods for this year's reporting cycle also allow for an examination of reimbursement recipients by licensure areas. This was not available in prior years' reports. In an examination of the broader subject areas of licenses (Table 4), Elementary (315) and Exceptional Children (112) licenses are the most commonly prevalent among the recipient population. See Appendix B for a complete breakdown of recipients and their specific license content area.

Table 4: National Board Candidates Reimbursed by Subject Area

Subject Area	Candidates Reimbursed
Administration	20
Arts	42
CTE	41
Exceptional Children	112
English Language Arts	95
English Second Language	28
Elementary	315
Foreign Language	16
Health	17
Math	28
Science	37
Social Studies	54
Specials	73
Student Services	79
Unidentified	7

- 6. Effect of the program on the performance and growth of students taught by teachers receiving reimbursements.**

EVAAS data needed to answer this question is not available in time to respond to this question and meet the reporting deadline required in law. We will be able to respond to this question in next year's report.

APPENDIX A
2024-2025
PSUs Participation Report

LEA Name	LEA Type	Disposition				Total Teachers (N)	Total Amount Eligible (\$)	Total Amount Distributed (\$)	Total Amount Distributed (%)
		Allocated		Not Allocated					
		Teachers (N)	Amount (\$)	Teachers (N)	Amount (\$)				
Alamance-Burlington Schools	Regular	6	6175	8	9500	14	15675	6175	100%
Alexander County Schools	Regular	7	5225	5	4750	12	9975	5225	100%
Alleghany County Schools	Regular	2	1425	.	0	2	1425	1425	100%
Alpha Academy	Charter	1	1900	.	0	1	1900	0	0%
Anson County Schools	Regular	4	3325	1	495	5	3820	3325	100%
Arapahoe Charter School	Charter	1	950	.	0	1	950	0	0%
Ashe County Schools	Regular	3	1425	.	0	3	1425	1425	100%
Asheboro City Schools	Regular	14	12825	.	0	14	12825	12825	100%
Bear Grass Charter School	Charter	1	1425	.	0	1	1425	0	0%
Beaufort County Schools	Regular	5	5225	.	0	5	5225	5225	100%
Bertie County Schools	Regular	1	475	1	1425	2	1900	475	100%
Bladen County Schools	Regular	1	475	.	0	1	475	475	100%
Bonnie Cone Leadership Academy	Charter	1	1900	.	0	1	1900	1900	100%
Brunswick County Schools	Regular	21	21375	.	0	21	21375	21375	100%
Buncombe County Schools	Regular	11	11400	32	43225	43	54625	11400	100%
Burke County Schools	Regular	11	12825	20	23750	31	36575	12825	100%
Cabarrus County Schools	Regular	16	13775	27	35150	43	48925	13775	100%
Caldwell County Schools	Regular	9	10450	10	8550	19	19000	10450	100%
Carolina Community Academy	Regular	2	1900	.	0	2	1900	0	0%
Carteret County Public Schools	Regular	27	29925	4	5700	31	35625	3650	12%
Charlotte-Mecklenburg Schools	Regular	158	203775	81	94525	239	298300	201400	99%
Chatham County Schools	Regular	9	9025	7	6175	16	15200	9025	100%
Cherokee County Schools	Regular	1	950	.	0	1	950	950	100%
Clay County Schools	Regular	10	9025	2	950	12	9975	0	0%

LEA Name	LEA Type	Disposition				Total Teachers (N)	Total Amount Eligible (\$)	Total Amount Distributed (\$)	Total Amount Distributed (%)
		Allocated		Not Allocated					
		Teachers (N)	Amount (\$)	Teachers (N)	Amount (\$)				
Cleveland County Schools	Regular	22	22800	1	495	23	23295	20550	90%
Craven County Board of Education	Regular	8	8075	8	9025	16	17100	8075	100%
Cumberland County Schools	Regular	12	11400	2	2850	14	14250	11400	100%
Currituck County Schools	Regular	4	3800	2	2375	6	6175	3800	100%
Davidson County Schools	Regular	10	5700	7	8075	17	13775	5700	100%
Davie County Schools	Regular	8	10450	12	16150	20	26600	10450	100%
Duplin County Schools	Regular	7	6650	.	0	7	6650	6650	100%
Edenton-Chowan Schools	Regular	2	3800	.	0	2	3800	3800	100%
Edgecombe County Public Schools	Regular	3	4275	1	950	4	5225	1900	44%
Elizabeth City-Pasquotank Public Schools	Regular	2	950	.	0	2	950	950	100%
Elkin City Schools	Regular	1	475	2	950	3	1425	475	100%
FernLeaf Community Charter School	Charter	1	950	.	0	1	950	0	0%
Franklin County Schools	Regular	10	5225	4	4750	14	9975	5225	100%
Gaston County Schools	Regular	6	6175	8	7600	14	13775	6175	100%
Granville County Schools	Regular	15	16150	1	1425	16	17575	0	0%
Greene County Schools	Regular	3	3325	.	0	3	3325	3325	100%
Guilford County Schools	Regular	32	28975	35	35150	67	64125	28975	100%
Halifax County Schools	Regular	1	950	.	0	1	950	0	0%
Harnett County Schools	Regular	16	16150	3	3325	19	19475	16150	100%
Haywood County Schools	Regular	9	8550	6	5225	15	13775	675	8%
Henderson County Schools	Regular	9	15200	10	11875	19	27075	13300	88%
Hickory City Schools	Regular	1	475	1	475	2	950	475	100%
Hoke County Schools	Regular	1	475	1	950	2	1425	475	100%
Hyde County Schools	Regular	1	950	.	0	1	950	950	100%
Iredell-Statesville Schools	Regular	23	27550	7	6175	30	33725	25650	93%
Jackson County Public Schools	Regular	6	7600	.	0	6	7600	7600	100%
Johnston County Public Schools	Regular	21	19000	11	12350	32	31350	19000	100%

LEA Name	LEA Type	Disposition				Total Teachers (N)	Total Amount Eligible (\$)	Total Amount Distributed (\$)	Total Amount Distributed (%)
		Allocated		Not Allocated					
		Teachers (N)	Amount (\$)	Teachers (N)	Amount (\$)				
Kannapolis City Schools	Regular	.	0	7	0	7	0	0	.
Lakeside Charter Academy	Charter	1	475	.	0	1	475	0	0%
Lee County Schools	Regular	8	7125	1	950	9	8075	7125	100%
Lenoir County Public Schools	Regular	26	28025	12	7740	38	35765	27075	100%
Lexington City Schools	Regular	1	1900	.	0	1	1900	0	0%
Lincoln County Schools	Regular	23	20425	32	28975	55	49400	20425	100%
Macon County Schools	Regular	2	2375	.	0	2	2375	2375	100%
Maureen Joy Charter	Charter	1	950	.	0	1	950	475	50%
McDowell County Schools	Regular	10	7125	1	1900	11	9025	7125	100%
Mitchell County Schools	Regular	5	7600	.	0	5	7600	7600	100%
Moore County Schools	Regular	4	3800	8	7125	12	10925	3800	100%
Mooresville Graded School District	Regular	1	1900	8	6175	9	8075	1900	100%
Mount Airy City Schools	Regular	5	7125	9	12350	14	19475	7125	100%
Nash County Public Schools	Regular	13	11400	1	950	14	12350	10450	100%
New Hanover County Schools	Regular	7	6650	15	14725	22	21375	6650	100%
Newton Conover City Schools	Regular	3	1900	.	0	3	1900	1900	100%
Northampton County Schools	Regular	1	1900	.	0	1	1900	0	0%
Onslow County Schools	Regular	19	18525	23	26125	42	44650	18525	100%
Orange County Schools	Regular	.	0	23	0	23	0	0	.
Oxford Preparatory School	Charter	1	1425	.	0	1	1425	1425	100%
Pender County Schools	Regular	11	8550	14	14250	25	22800	8550	100%
Perquimans County Schools	Regular	1	475	1	1900	2	2375	475	100%
Person County Schools	Regular	3	2850	5	6650	8	9500	2850	100%
Pitt County Schools	Regular	14	13775	11	12350	25	26125	5225	38%
Public Schools of Robeson County	Regular	4	5225	1	1900	5	7125	1425	27%
Quality Education Academy	Charter	1	475	.	0	1	475	0	0%
Randolph County School System	Regular	7	8550	14	14725	21	23275	8550	100%
Reaching All Minds Academy	Charter	1	1900	.	0	1	1900	1900	100%

LEA Name	LEA Type	Disposition				Total Teachers (N)	Total Amount Eligible (\$)	Total Amount Distributed (\$)	Total Amount Distributed (%)
		Allocated		Not Allocated					
		Teachers (N)	Amount (\$)	Teachers (N)	Amount (\$)				
Richmond County Schools	Regular	5	5700	.	0	5	5700	5141.68	90%
River Mill Academy	Charter	1	475	.	0	1	475	475	100%
Roanoke Rapids City Schools	Regular	5	5700	.	0	5	5700	5700	100%
Rockingham County Schools	Regular	11	8550	3	1900	14	10450	8075	94%
Rowan-Salisbury Schools	Regular	12	11400	.	0	12	11400	11400	100%
Rutherford County Schools	Regular	3	3325	.	0	3	3325	3325	100%
Sallie B Howard School	Charter	4	4275	.	0	4	4275	1425	33%
Sampson County Schools	Regular	9	6175	1	1425	10	7600	6175	100%
Southern Wake Academy	Charter	1	950	.	0	1	950	0	0%
Stanly County Schools	Regular	1	950	1	950	2	1900	475	100%
Stokes County Schools	Regular	.	0	3	0	3	0	0	.
Surry County Schools	Regular	24	30400	3	2375	27	32775	0	0%
Swain County Schools	Regular	4	4750	.	0	4	4750	3800	80%
Transylvania County Schools	Regular	3	1900	2	1900	5	3800	1900	100%
Union County Public Schools	Regular	8	7125	50	57475	58	64600	7125	100%
Uwharrie Charter Academy	Charter	3	2500	.	0	3	2500	1425	57%
Vance County Schools	Regular	1	1425	.	0	1	1425	1425	100%
Wake County Schools	Regular	68	75525	259	292600	327	368125	37537.65	50%
Washington Montessori	Charter	1	475	.	0	1	475	475	100%
Wayne County Public Schools	Regular	14	8075	7	5225	21	13300	8075	100%
Whiteville City Schools	Regular	1	475	.	0	1	475	475	100%
Wilkes County Schools	Regular	3	2850	15	20425	18	23275	2850	100%
Wilson County Schools	Regular	10	7600	1	950	11	8550	7600	100%
Winston Salem / Forsyth County Schools	Regular	39	29925	35	33250	74	63175	26600	89%
Yadkin County Schools	Regular	1	475	2	3800	3	4275	475	100%
Yancey County Schools	Regular	4	3325	.	0	4	3325	3325	100%
Total		965	1000000	888	945430	1853	1945430	823279	82%

Appendix B: Recipient Counts by License Content Area

Recipient License Content Area	Number of Recipients
Agricultural Education	5
Art	24
Associate Media Coordinator	1
Biology	3
Birth through Kindergarten	27
Business Education	18
Career Development Coordinator	1
Child Development, Family Studies	1
Chinese	1
Curriculum Instructional Specialist	11
EC - General Curriculum (K-6)	7
ESL	27
ESL (K-6)	1
Electrical Trades	1
Elementary (grades K-6)	315
Elementary Ed Math	2
English	29
Family and Consumer Sciences	4
Foods & Nutrition, Culinary Arts	1
Health Occupations Ed-Allied Health	1
Health Occupations Education	3
Health Specialist	5
Health and Physical Ed	8
History	4
Information Technology	1
Instructional Technology Specialist - Computers	6
M.G. Language Arts	23
M.G. Math	16
M.G. Science	22
M.G. Social Studies	35
Marketing Education	1
Math (grades 9-12)	10
Media Coordinator	26
Music	18
Physical Education	4
PreK-K add-on	14
Principal	2
Principal License [teaching exp]	1

Recipient License Content Area	Number of Recipients
Reading	41
Reading (K-6)	1
Safety and Driver Education	1
School Counselor	51
School Social Worker	1
Science (grades 9-12)	12
Social Studies (grades 9-12)	15
Spanish	15
Spec Ed: Academically Gifted	31
Spec Ed: Adapted Curriculum	25
Spec Ed: Cross Categorical	5
Spec Ed: EC English	1
Spec Ed: EC Science	1
Spec Ed: EC Social Studies	14
Spec Ed: General Curriculum	53
Spec Ed: Hearing Impaired	1
Spec Ed: LD	6
Technology Education	3
VoCATs Coordinator	1
Not Provided	7

