



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

CTE Industry Certifications and Credentials
Teacher Bonus Program

SL 2017-57 Section 8.9. (c)

Date Due: March 15

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION: Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION: The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

ERIC DAVIS

Chair: Charlotte – At-Large

JILL CAMNITZ

Greenville – Northeast Region

TODD CHASTEEN

Blowing Rock – Northwest Region

ALAN DUNCAN

Vice Chair: Greensboro – Piedmont-Triad Region

REGINALD KENAN

Rose Hill – Southeast Region

VACANT

Western Region

DAN FOREST

Lieutenant Governor: Raleigh – Ex Officio

AMY WHITE

Garner – North Central Region

VACANT

At-Large

DALE FOLWELL

State Treasurer: Raleigh – Ex Officio

OLIVIA OXENDINE

Lumberton – Sandhills Region

J.B. BUXTON

Raleigh – At-Large

MARK JOHNSON

Secretary to the Board: Raleigh

JAMES FORD

Charlotte – Southwest Region

NC DEPARTMENT OF PUBLIC INSTRUCTION

Mark Johnson, State Superintendent / 301 N. Wilmington Street / Raleigh, North Carolina 27601-2825

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints regarding discrimination issues should be directed to:

Joe Maimone, Chief of Staff

6307 Mail Service Center, Raleigh, NC 27699-6307 / Phone: (919) 807-3431 / Fax: (919) 807-3445

Visit us on the Web: www.ncpublicschools.org

The report was prepared in accordance with requirements of Session Law 2017-57 Section 8.9 (c).

“SECTION 8.9.(c) Study the effect of the program on teacher performance and retention. The State Board shall report the results of its findings, the amount of bonuses awarded to teachers who teach students earning approved industry certifications or credentials, and the type of industry certifications and credentials earned by their students to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight Committee, and the Fiscal Research Division by March 15 of each year.

The Department of Public Instruction collaborated with the Department of Commerce’s Labor and Economic Analysis Division (LEAD) to identify the academic rigor and employment value of the industry recognized credentials earned by secondary students in Career and Technical Education (CTE) programs during the 2015-16 school year. Based on the data gathered, in December 2016, the State Board of Education approved a bonus program based on three tiers of credentials. Those credentials with both high academic rigor and employment value were designated as Tier 3 and eligible for a bonus of \$50 each. Tier 2 credentials have either high academic rigor or high employment value and will receive a \$25 bonus. Tier 1 credentials, while still valuable to students, did not have either high academic rigor or high employment value and therefore, are not eligible for teacher bonus pay.

Employment value was calculated based on the entry wages, employment growth rate and the projected number of job openings for the primary occupation of each credential earned. The process was similar to the methodology used by LEAD in the Star Job Ratings reporting.

DPI and LEAD used several data sources to match occupations with credentials. However, the aligned is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations.

Table 1 details the assignment of each credential type to a Tier based on the methodology used by DPI and LEAD.

Table 1- CTE Credential Tier Designation

CTE Program Area	Course Number	Power School Course Title	NC SBE Approved Credential Name	Teacher Credential Payment
Agriculture	AS31	Agricultural Mech I	Certified Welders for Welding Code AWS D.1. - 2010	\$25.00
Agriculture	AS31	Agricultural Mech I	National Safe Tractor and Machinery Operation Certification	\$0.00
Agriculture	AS31	Agricultural Mech I	OSHA 10-Hour General Industry (Agriculture) Certification	\$0.00

Agriculture	AS32	Agricultural Mech II	Certified Welders for Welding Code AWS D.1. - 2010	\$25.00
Agriculture	AS32	Agricultural Mech II	National Safe Tractor and Machinery Operation Certification	\$0.00
Agriculture	AS33	Agricultural Mech II - Small Engines	Master Service Technician	\$25.00
Agriculture	AS32	Agricultural Mechanics II	OSHA 10-Hour General Industry (Agriculture) Certification	\$0.00
Agriculture	AU11	Agricultural Production I	Certified Welders for Welding Code AWS D.1. - 2010	\$25.00
Agriculture	AU11	Agricultural Production I	National Safe Tractor and Machinery Operation Certification	\$0.00
Agriculture	AU11	Agricultural Production I	NC Beef Quality Assurance	\$0.00
Agriculture	AU11	Agricultural Production I	NC Pork Quality Assurance	\$0.00
Agriculture	AU12	Agricultural Production II	NC Beef Quality Assurance	\$0.00
Agriculture	AU12	Agricultural Production II	NC Pork Quality Assurance	\$0.00
Agriculture	AU12	Agricultural Production II	NC Private Pesticide Applicator	\$25.00
Agriculture	AU10	Agriscience Applications	Certified Welders for Welding Code AWS D.1. - 2010	\$25.00
Agriculture	AU10	Agriscience Applications	National Safe Tractor and Machinery Operation Certification	\$0.00
Agriculture	AU10	Agriscience Applications	NC Hunter Safety Course	\$0.00
Agriculture	AA21	Animal Science I	NC Beef Quality Assurance	\$0.00

Agriculture	AA21	Animal Science I	NC Pork Quality Assurance	\$0.00
Agriculture	AA22	Animal Science II	Animal Waste Certification	\$0.00
Agriculture	AA22	Animal Science II	NC Beef Quality Assurance	\$0.00
Agriculture	AA22	Animal Science II	NC Pork Quality Assurance	\$0.00
Agriculture	AP41	Horticulture I	North Carolina Certified Plant Professional	\$0.00
Agriculture	AP41	Horticulture I	NC Private Pesticide Applicator	\$25.00
Agriculture	AP41	Horticulture I	Certified Young Plant Professional	\$0.00
Agriculture	AP42	Horticulture II	North Carolina Certified Plant Professional	\$0.00
Agriculture	AP42	Horticulture II	NC Private Pesticide Applicator	\$25.00
Agriculture	AP42	Horticulture II	Certified Young Plant Professional	\$0.00
Agriculture	AP44	Horticulture II Landscaping	North Carolina Certified Plant Professional	\$0.00
Agriculture	AP44	Horticulture II Landscaping	Certified Young Plant Professional	\$0.00
Agriculture	AN51	Natural Resources I	NC Hunter Safety Course	\$0.00
Agriculture	AN52	Natural Resources II	NC Hunter Safety Course	\$0.00
Agriculture	AA41	Veterinary Assisting	Certified Veterinarian Assistant	\$50.00

Business, Finance, and IT	BA10	Accounting I	Intuit QuickBooks Certified User	\$25.00
Business, Finance, and IT	BA20	Accounting II	Intuit QuickBooks Certified User	\$25.00
Business, Finance, and IT	II12	Cisco Network Engineering Technology II	CISCO CCENT	\$50.00
Business, Finance, and IT	II12	Cisco Network Engineering Technology II	Microsoft MTA 98-366 (Networking Fundamentals)	\$50.00
Business, Finance, and IT	II21	Computer Engineering Technology I	Microsoft MTA 98-366 (Networking Fundamentals)	\$50.00
Business, Finance, and IT	II21	Computer Engineering Technology I	CompTIA A+ 901	\$50.00
Business, Finance, and IT	BI10	Foundations of Information Technology	CompTIA IT Fundamentals	\$25.00
Business, Finance, and IT	BM40	Microsoft Access	Microsoft Office Specialist 2016 Access	\$25.00
Business, Finance, and IT	BM20	Microsoft Excel	Microsoft Office Specialist 2016 Excel Expert 77-726	\$25.00
Business, Finance, and IT	BM20	Microsoft Excel	Microsoft Office Specialist 2016 Excel Core 77-725	\$25.00
Business, Finance, and IT	BL23	Microsoft Software Development Fundamentals	Microsoft Software Development Fundamentals	\$25.00
Business, Finance, and IT	BM10	Microsoft Word and PowerPoint	Microsoft Office Specialist 2016 PowerPoint	\$25.00
Business, Finance, and IT	BM10	Microsoft Word and PowerPoint	Microsoft Office Specialist 2016 Word	\$25.00
Business, Finance, and IT	BN20	Network Administration I	Microsoft MTA 98-349 (Operating System Fundamentals)	\$50.00
Business, Finance, and IT	BN20	Network Administration I	Microsoft MTA 98-366 (Networking Fundamentals)	\$50.00

Business, Finance, and IT	BN20	Network Administration I	Microsoft MTA 98-367 (Security Fundamentals)	\$50.00
Business, Finance, and IT	BN22	Network Administration II	Microsoft MCTS 70-680: Windows 7 Configuration Exam	\$50.00
Business, Finance, and IT	BN24	Network Administration III	Microsoft MCTS 70-685 Windows 7 Enterprise Desktop Support Tech	\$50.00
Business, Finance, and IT	BP30	Oracle Database Programming I	Microsoft MTA 98-364 Database Administration Fundamentals Exam	\$50.00
Business, Finance, and IT	BP30	Oracle Database Programming I	Oracle SQL Database Expert	\$25.00
Business, Finance, and IT	BP32	Oracle Database Programming II	Exam #1ZO-144 Oracle Database 11g: Programming with PL/SQL	\$50.00
Business, Finance, and IT	BP32	Oracle Database Programming II	Oracle Database PL/SQL Developer Certified Associate	\$50.00
Business, Finance, and IT	BF05	Personal Finance	CFNC.org Certified Financial Basics for High School and Beyond	\$0.00
Business, Finance, and IT	BF05	Personal Finance	EverFi	\$0.00
Business, Finance, and IT	BF05	Personal Finance	WISE Financial	\$0.00
Business, Finance, and IT	BP20	SAS Programming I	SAS Base Programming for SAS 9	\$25.00
Business, Finance, and IT	BP22	SAS Programming II	SAS Advanced Programming for SAS 9	\$25.00
Career Development	CC45	Career Management	Microburst Learning Employers' Choice Certificate	\$25.00
Career Development	CC45	Career Management	Express Employment Professionals Career Preparedness Certification	\$0.00
Career Development	CC45	Career Management	Conover Credential Workplace Readiness	\$0.00

Family and Consumer Sciences	FA32	Apparel and Textile Prod II	Pre-Professional Assessment and Certification in Fashion, Textiles, and Apparel	\$0.00
Family and Consumer Sciences	FH21	Culinary Arts and Hospitality I	Certified Restaurant Server	\$0.00
Family and Consumer Sciences	FH21	Culinary Arts and Hospitality I	ServSafe® Food Protection Managers Certification	\$25.00
Family and Consumer Sciences	FH22	Culinary Arts and Hospitality II	ServSafe® Food Protection Managers Certification	\$25.00
Family and Consumer Sciences	FE11	Early Childhood Education I	CPR	\$0.00
Family and Consumer Sciences	FE11	Early Childhood Education I	First Aid	\$0.00
Family and Consumer Sciences	FE12	Early Childhood Education II	CPR	\$0.00
Family and Consumer Sciences	FE12	Early Childhood Education II	First Aid	\$0.00
Family and Consumer Sciences	FE12	Early Childhood Education II	North Carolina Early Childhood Credential (NCECC) Equivalency	\$25.00
Family and Consumer Sciences	FN41	Food and Nutrition I	First Principles Food Handler Certificate	\$25.00
Family and Consumer Sciences	FN42	Food and Nutrition II	Pre-Professional Assessment and Certification in Nutrition, Food, and Wellness	\$25.00
Family and Consumer Sciences	FN42	Food and Nutrition II	ANSI Approved Certified Food Protection Manager	\$25.00
Family and Consumer Sciences	FN43	Food Science and Technology	Pre-Professional Assessment and Certification in Food Science Fundamentals	\$0.00
Family and Consumer Sciences	FI53	Interior Digital Applications	Autodesk Certified User Revit	\$50.00
Family and Consumer Sciences	FH20	Introduction to Culinary Arts & Hosp	ServSafe® Food Protection Managers Certification	\$25.00

Family and Consumer Sciences	FH71	ProStart I	ProStart Certificate of Recognition Level I	\$50.00
Family and Consumer Sciences	FH72	ProStart II	ProStart National Certificate of Achievement (COA)	\$50.00
Family and Consumer Sciences	FH72	ProStart II	ProStart Certificate of Recognition Level II	\$25.00
Health Science	HB12	Biomedical Technology II	OSHA 10-Hour Industry Certification (Healthcare)	\$0.00
Health Science	HU42	Health Science II	CPR/AED	\$0.00
Health Science	HU42	Health Science II	OSHA 10-Hour Industry Certification (Healthcare)	\$0.00
Health Science	HU42	Health Science II	First Aid	\$0.00
Health Science	HN43	Nursing Fundamentals (two credit course)	North Carolina Nurse Aide I	\$25.00
Health Science	HH32	Pharmacy Technician	CPhT Certified Pharmacy Technician	\$25.00
Health Science	HP71	PLTW Human Body Systems	First Aid	\$0.00
Health Science	HP71	PLTW Human Body Systems	CPR/AED	\$0.00
Marketing	ME11	Entrepreneurship I	Venture Entrepreneurial Expedition	\$0.00
Marketing	ME12	Entrepreneurship II	Concepts of Entrepreneurship and Management	\$0.00
Marketing	ME12	Entrepreneurship II	Entrepreneurship and Small Business Certification Exam	\$0.00
Marketing	ME12	Entrepreneurship II	Venture Entrepreneurial Expedition	\$0.00

Marketing	MH42	Hospitality and Tourism	Advanced Customer Service and Sales Certification	\$25.00
Marketing	MH42	Hospitality and Tourism	Certified Guest Service Professional (CGSP)	\$25.00
Marketing	MH42	Hospitality and Tourism	Fundamental Marketing Concepts	\$25.00
Marketing	MA52	Marketing Applications	Advanced Customer Service and Sales Certification	\$25.00
Marketing	MA52	Marketing Applications	Customer Service and Sales Certification	\$25.00
Marketing	MA52	Marketing Applications	Fundamental Marketing Concepts	\$25.00
Marketing	MH32	Sports and Entertainment Marketing II	Advanced Customer Service and Sales Certification	\$25.00
Marketing	MH32	Sports and Entertainment Marketing II	Customer Service and Sales Certification	\$25.00
Marketing	MH32	Sports and Entertainment Marketing II	Fundamental Marketing Concepts	\$25.00
Marketing	MU92	Strategic Marketing	Advanced Customer Service and Sales Certification	\$25.00
Marketing	MU92	Strategic Marketing	Customer Service and Sales Certification	\$25.00
Marketing	MU92	Strategic Marketing	Fundamental Marketing Concepts	\$25.00
Technology Engineering and Design	TP25	PLTW Aerospace Engineering	OSHA 10-Hour Industry Certification	\$0.00
Technology Engineering and Design	TP24	PLTW Biotechnical	OSHA 10-Hour Industry Certification	\$0.00
Technology Engineering and Design	TP23	PLTW Civil Engineering & Architecture	OSHA 10-Hour Industry Certification	\$0.00

Technology Engineering and Design	TP22	PLTW Computer Integrated Manufacturing	OSHA 10-Hour Industry Certification	\$0.00
Technology Engineering and Design	TP21	PLTW Digital Electronics	OSHA 10-Hour Industry Certification	\$0.00
Technology Engineering and Design	TP31	PLTW Engineering Design & Development	OSHA 10-Hour Industry Certification	\$0.00
Technology Engineering and Design	TP11	PLTW Introduction to Engineering Design	OSHA 10-Hour Industry Certification	\$0.00
Technology Engineering and Design	TP12	PLTW Principles of Engineering	OSHA 10-Hour Industry Certification	\$0.00
Trade and Industrial	II32	Adobe Digital Design	Adobe Dreamweaver	\$50.00
Trade and Industrial	II33	Adobe Video Design	Adobe Premier	\$25.00
Trade and Industrial	II31	Adobe Visual Design	Adobe Illustrator	\$25.00
Trade and Industrial	II31	Adobe Visual Design	Adobe InDesign	\$25.00
Trade and Industrial	II31	Adobe Visual Design	Adobe Photoshop	\$25.00
Trade and Industrial	IM11	Advanced Manufacturing I	Certified Production Technician-Quality	\$25.00
Trade and Industrial	IM11	Advanced Manufacturing I	Certified Production Technician-Safety	\$25.00
Trade and Industrial	IM11	Advanced Manufacturing I	OSHA 10-Hour General Industry (Agriculture) Certification	\$0.00
Trade and Industrial	IM12	Advanced Manufacturing II	Certified Production Technician-Process	\$25.00
Trade and Industrial	IM12	Advanced Manufacturing II	Certified Production Technician-Maintenance	\$25.00

Trade and Industrial	IT11	Automotive Service Fundamentals	S/P2 - Mechanical Pollution Prevention	\$0.00
Trade and Industrial	IT11	Automotive Service Fundamentals	S/P2 - Mechanical Safety	\$0.00
Trade and Industrial	IT17	Automotive Service II	ASE Entry-Level Certification Maintenance and Light Repair	\$25.00
Trade and Industrial	IT17	Automotive Service II	ASE Entry-Level Certification-Brakes	\$25.00
Trade and Industrial	IT18	Automotive Service III	ASE G1- MLR	\$50.00
Trade and Industrial	IT18	Automotive Service III	ASE Entry-Level Certification-Electrical/Electronic Systems	\$50.00
Trade and Industrial	IC21	Carpentry I (2006 Text)	NC NCCER Credential - Carpentry I	\$25.00
Trade and Industrial	IC21	Carpentry I (2013 Text)	NC NCCER Credential - Carpentry I	\$25.00
Trade and Industrial	IC22	Carpentry II (2006 Level I Text, 2007 Level II Text)	NC NCCER Credential - Carpentry II	\$25.00
Trade and Industrial	IC22	Carpentry II (2013 Text)	NC NCCER Credential - Carpentry II	\$25.00
Trade and Industrial	IC23	Carpentry III (2007 Text)	NC NCCER Credential - Carpentry III	\$25.00
Trade and Industrial	IC23	Carpentry III (2013 Text)	NC NCCER Credential - Carpentry III	\$25.00
Trade and Industrial	II22	Computer Engineering Technology II	CompTIA A+ 902	\$50.00
Trade and Industrial	IC00	Core and Sustainable Construction	OSHA 10-Hour Construction Industry Certification	\$0.00
Trade and Industrial	IC00	Core and Sustainable Construction (2009 Text)	NC NCCER Credential - Core	\$25.00

Trade and Industrial	IC00	Core and Sustainable Construction (2015 Text)	NC NCCER Credential - Core	\$25.00
Trade and Industrial	IA12	Digital File Preparation	PrintED Digital File Preparation	\$25.00
Trade and Industrial	IA32	Digital Media II	Adobe Dreamweaver	\$50.00
Trade and Industrial	IA32	Digital Media II	Adobe Illustrator	\$25.00
Trade and Industrial	IA32	Digital Media II	Adobe InDesign	\$25.00
Trade and Industrial	IA32	Digital Media II	Adobe InDesign	\$25.00
Trade and Industrial	IA32	Digital Media II	Adobe Premier	\$25.00
Trade and Industrial	IC61	Drafting I	Autodesk Certified User AutoCAD	\$50.00
Trade and Industrial	IC62	Drafting II - Architectural	Autodesk Certified User Revit	\$50.00
Trade and Industrial	IV22	Drafting II - Engineering	Certified SolidWorks Associate (CSWA)	\$50.00
Trade and Industrial	IV22	Drafting II - Engineering	Autodesk Certified User Inventor	\$50.00
Trade and Industrial	IC63	Drafting III - Architectural	Autodesk Certified Professional Revit	\$50.00
Trade and Industrial	IV23	Drafting III - Engineering	Autodesk Certified Professional Inventor	\$50.00
Trade and Industrial	IV23	Drafting III- Engineering	Certified SolidWorks Professional (CSWP)	\$50.00
Trade and Industrial	IC41	Electrical Trades I (2011 Text)	NC NCCER Credential - Electrical Trades I	\$25.00

Trade and Industrial	IC41	Electrical Trades I (2014 Text)	NC NCCER Credential - Electrical Trades I	\$25.00
Trade and Industrial	IC42	Electrical Trades II (2011 Text)	NC NCCER Credential - Electrical Trades II	\$25.00
Trade and Industrial	IC42	Electrical Trades II (2014 Text)	NC NCCER Credential - Electrical Trades II	\$25.00
Trade and Industrial	IC43	Electrical Trades III (2011 Text)	NC NCCER Credential - Electrical Trades III	\$25.00
Trade and Industrial	IC43	Electrical Trades III (2014 Text)	NC NCCER Credential - Electrical Trades III	\$25.00
Trade and Industrial	IM31	Electronics I	ETA EM1	\$25.00
Trade and Industrial	IM32	Electronics II	ETA EM4	\$25.00
Trade and Industrial	IM33	Electronics III	ETA EM2	\$25.00
Trade and Industrial	IM34	Electronics IV	ETA EM3	\$25.00
Trade and Industrial	IP51	Emergency Management I	NC Emergency Management I certification	\$25.00
Trade and Industrial	IP52	Emergency Management II	NC Emergency Management II certification	\$25.00
Trade and Industrial	IP22	Emergency Medical Technology II	EMT Basic	\$50.00
Trade and Industrial	IP31	Firefighter Technology I	NCOSFM Credential - Firefighter Technology I	\$0.00
Trade and Industrial	IP32	Firefighter Technology II	NCOSFM Credential - Firefighter Technology II	\$0.00
Trade and Industrial	IP33	Firefighter Technology III	NCOSFM Credential - Firefighter Technology III	\$0.00

Trade and Industrial	IA11	Introduction to Graphic Communications	PrintED Introduction to Graphic Communication	\$25.00
Trade and Industrial	IP42	Law & Justice II	Certified Protection Officer (CPO)	\$25.00
Trade and Industrial	IC11	Masonry I (2004 Text)	NC NCCER Credential - Masonry I	\$25.00
Trade and Industrial	IC11	Masonry I (2013 Text)	NC NCCER Credential - Masonry I	\$25.00
Trade and Industrial	IC12	Masonry II (2005 Text)	NC NCCER Credential - Masonry II	\$25.00
Trade and Industrial	IC12	Masonry II (2014 Text)	NC NCCER Credential - Masonry II	\$25.00
Trade and Industrial	IC13	Masonry III (2005 Text)	NC NCCER Credential - Masonry III	\$25.00
Trade and Industrial	IC13	Masonry III (2014 Text)	NC NCCER Credential - Masonry III	\$25.00
Trade and Industrial	IM41	Metals Manufacturing Tech I	NIMS Job Planning, Benchmark, and Layout	\$25.00
Trade and Industrial	IM41	Metals Manufacturing Tech I	NIMS Measurement, Materials, and Safety	\$25.00
Trade and Industrial	IM42	Metals Manufacturing Tech II (two credit course)	NIMS Manual Milling Skills	\$25.00
Trade and Industrial	IM42	Metals Manufacturing Tech II (two credit course)	NIMS Job Planning, Benchmark, and Layout	\$25.00
Trade and Industrial	IM42	Metals Manufacturing Tech II (two credit course)	NIMS Measurement, Materials, and Safety	\$25.00
Trade and Industrial	IL58	Plumbing I	NC NCCER Credential - Plumbing I	\$25.00
Trade and Industrial	IL59	Plumbing II	NC NCCER Credential - Plumbing II	\$25.00

Trade and Industrial	IL60	Plumbing III	NC NCCER Credential - Plumbing III	\$25.00
Trade and Industrial	IA13	Print Advertising and Design	PrintED Advertising and Design	\$25.00
Trade and Industrial	IP11	Public Safety I	National Incident Management System	\$25.00
Trade and Industrial	IP12	Public Safety II	Community Emergency Response Team (CERT)	\$0.00
Trade and Industrial	IM61	Welding Technology I	OSHA 10-Hour Construction Industry Certification	\$0.00
Trade and Industrial	IM61	Welding Technology I	S/P2 - Welding Safety and Pollution Prevention	\$25.00
Trade and Industrial	IM62	Welding Technology II	AWS SENSE- Shielded Metal Arc Welding (SMAW)	\$25.00
Trade and Industrial	IM62	Welding Technology II	AWS SENSE - Thermal Cutting Process - Plasma	\$25.00
Trade and Industrial	IM62	Welding Technology II	AWS SENSE - Thermal Cutting Process - Oxy-Fuel	\$25.00
Trade and Industrial	IM63	Welding Technology III	AWS SENSE- Gas Metal Arc Welding (GMAW) Short Circuit	\$25.00
Trade and Industrial	IM63	Welding Technology III	AWS SENSE- Gas Metal Arc Welding (GMAW) Spray	\$25.00
Trade and Industrial	IM63	Welding Technology III	AWS SENSE- Flux Cored Arc Welding (FCAW) Gas	\$25.00
Trade and Industrial	IM63	Welding Technology III	AWS SENSE- Flux Cored Arc Welding (FCAW) Self Shielded	\$25.00
Trade and Industrial	IM21	Woodworking I	Woodwork Career Alliance (WCA) Sawblade Certificate	\$50.00
Trade and Industrial	IM21	Woodworking I	OSHA 10-Hour Construction Industry Certification	\$0.00

Trade and Industrial	IM22	Woodworking II	OSHA 10-Hour Construction Industry Certification	\$0.00
Trade and Industrial	IM22	Woodworking II	Woodwork Career Alliance (WCA) Sawblade Certificate	\$50.00

Using data entered into the NC CTE Test Admin site by Public School Unit (PSU) staff and data obtained from third party test administrators, DPI allotted to PSUs funds due for each teacher based on the credentials earned.

Table 2 shows the bonus allotted to each PSU for the payment of credential bonuses. Note the PSUs were required to verify continued employment of the teacher in the PSU in courses that lead to credentials.

Table 2: CTE Credential Allotment by PSU

PSU	PSU Name	Total Allotment
10	Alamance-Burlington Schools	\$ 30,050
20	Alexander County Schools	\$ 3,175
30	Alleghany County Schools	\$ 3,325
40	Anson County Schools	\$ 5,475
50	Ashe County Schools	\$ 2,425
60	Avery County Schools	\$ 600
70	Beaufort County Schools	\$ 13,025
80	Bertie County Schools	\$ 100
90	Bladen County Schools	\$ 12,475
100	Brunswick County Schools	\$ 16,725
110	Buncombe County Schools	\$ 28,300
111	Asheville City Schools	\$ 6,325
120	Burke County Schools	\$ 20,975
130	Cabarrus County Schools	\$ 32,025
132	Kannapolis City Schools	\$ 12,050
140	Caldwell County Schools	\$ 24,425
150	Camden County Schools	\$ 825
160	Carteret County Schools	\$ 13,650
170	Caswell County Schools	\$ 2,100
180	Catawba County Schools	\$ 21,125
181	Hickory City Schools	\$ 10,575
182	Newton-Conover City Schools	\$ 7,100
190	Chatham County Schools	\$ 5,825
200	Cherokee County Schools	\$ 3,025
210	Edenton-Chowan Public Schools	\$ 5,425

220	Clay County Schools	\$ 1,400
230	Cleveland County Schools	\$ 37,625
240	Columbus County Schools	\$ 13,225
241	Whiteville City Schools	\$ 2,825
250	Craven County Schools	\$ 26,675
260	Cumberland County Schools	\$ 63,700
270	Currituck County Schools	\$ 3,700
280	Dare County Schools	\$ 5,575
290	Davidson County Schools	\$ 50,525
291	Lexington City Schools	\$ 3,850
292	Thomasville City Schools	\$ 3,350
300	Davie County Schools	\$ 10,200
310	Duplin County Schools	\$ 17,250
320	Durham County Schools	\$ 13,475
330	Edgecombe County Schools	\$ 1,800
340	Winston-Salem/Forsyth County Schools	\$ 18,925
350	Franklin County Schools	\$ 19,300
360	Gaston County Schools	\$ 76,400
370	Gates County Schools	\$ 1,425
380	Graham County Schools	\$ 2,625
390	Granville County Schools	\$ 2,700
400	Greene County Schools	\$ 3,025
410	Guilford County Schools	\$ 74,125
420	Halifax County Schools	\$ 2,250
421	Roanoke Rapids City Schools	\$ 6,000
422	Weldon City Schools	\$ 200
430	Harnett County Schools	\$ 51,550
440	Haywood County Schools	\$ 8,225
450	Henderson County Schools	\$ 17,650
460	Hertford County Schools	\$ 2,000
470	Hoke County Schools	\$ 4,125
480	Hyde County Schools	\$ 175
490	Iredell-Statesville Schools	\$ 21,300
491	Mooreville Graded School District	\$ 11,925
500	Jackson County Schools	\$ 3,450
510	Johnston County Schools	\$ 56,150
520	Jones County Schools	\$ 1,675
530	Lee County Schools	\$ 26,125
540	Lenoir County Schools	\$ 6,900
550	Lincoln County Schools	\$ 25,425

560	Macon County Schools	\$ 650
570	Madison County Schools	\$ 400
580	Martin County Schools	\$ 5,175
590	McDowell County Schools	\$ 6,025
600	Charlotte-Mecklenburg Schools	\$ 90,075
610	Mitchell County Schools	\$ 2,850
620	Montgomery County Schools	\$ 6,725
630	Moore County Schools	\$ 30,325
640	Nash-Rocky Mount Schools	\$ 13,225
650	New Hanover County Schools	\$ 42,600
660	Northampton County Schools	\$ 525
670	Onslow County Schools	\$ 45,225
680	Orange County Schools	\$ 2,725
681	Chapel Hill-Carrboro City Schools	\$ 10,400
690	Pamlico County Schools	\$ 1,825
700	Elizabeth City-Pasquotank Public Schools	\$ 3,950
710	Pender County Schools	\$ 17,200
720	Perquimans County Schools	\$ 1,950
730	Person County Schools	\$ 5,725
740	Pitt County Schools	\$ 37,050
750	Polk County Schools	\$ 2,550
760	Randolph County Schools	\$ 42,200
761	Asheboro City Schools	\$ 3,950
770	Richmond County Schools	\$ 17,575
780	Robeson County Schools	\$ 31,550
790	Rockingham County Schools	\$ 22,600
800	Rowan-Salisbury School System	\$ 33,700
810	Rutherford County Schools	\$ 5,350
820	Sampson County Schools	\$ 6,900
821	Clinton City Schools	\$ 1,600
830	Scotland County Schools	\$ 8,600
840	Stanly County Schools	\$ 9,975
850	Stokes County Schools	\$ 6,350
860	Surry County Schools	\$ 17,900
861	Elkin City Schools	\$ 3,225
862	Mount Airy City Schools	\$ 1,550
870	Swain County Schools	\$ 1,775
880	Transylvania County Schools	\$ 7,875
890	Tyrell County Schools	\$ 775
900	Union County Schools	\$ 45,450

910	Vance County Schools	\$ 1,525
920	Wake County Public School System	\$ 206,550
930	Warren County Schools	\$ 500
940	Washington County Schools	\$ 2,525
950	Watauga County Schools	\$ 775
960	Wayne County Schools	\$ 29,950
970	Wilkes County Schools	\$ 17,625
980	Wilson County Schools	\$ 14,375
990	Yadkin County Schools	\$ 9,500
995	Yancey County Schools	\$ 4,850
13A	Carolina International School	\$ 25
23A	Pinnacle Classical Academy	\$ 700
32L	Voyager Academy	\$ 2,500
58B	Bear Grass Charter School	\$ 500
TOTAL		\$ 1,867,925

DPI also reviewed the amount of bonus paid based on each credential type. Table 3 shows the bonus allotted based on the credential earned.

Table 3- CTE Credential Payments for Each Credential

NC SBE Approved Credential Name	Number Earned	Credential Tier Payment	Total Bonus *
Adobe Dreamweaver	489	\$50	\$ 24,450
Adobe Illustrator	1,994	\$25	\$ 49,850
Adobe InDesign	1,712	\$25	\$ 42,800
Adobe Photoshop	2,418	\$25	\$ 60,450
Adobe Premier	672	\$25	\$ 16,800
Advanced Customer Service and Sales Certification	55	\$25	\$ 1,375
ANSI Approved Certified Food Protection Manager	1,123	\$25	\$ 28,075
ASE Entry-Level Certification- Electrical/Electronic Systems	14	\$50	\$ 700
ASE Entry-Level Certification Maintenance and Light Repair	77	\$25	\$ 1,925
ASE Entry-Level Certification-Brakes	41	\$25	\$ 1,025
ASE G1- MLR	28	\$50	\$ 1,400
Autodesk Certified Professional Inventor	77	\$50	\$ 3,850
Autodesk Certified Professional Revit	75	\$50	\$ 3,750
Autodesk Certified User AutoCAD	2,145	\$50	\$ 107,250
Autodesk Certified User Inventor	378	\$50	\$ 18,900
Autodesk Certified User Revit	316	\$50	\$ 15,800
Certified Guest Service Professional (CGSP)	66	\$25	\$ 1,650
Certified Production Technician-Maintenance	46	\$25	\$ 1,150
Certified Production Technician-Process	48	\$25	\$ 1,200
Certified Production Technician-Quality	57	\$25	\$ 1,425

Certified Production Technician-Safety	88	\$25	\$ 2,200
Certified Protection Officer (CPO)	9	\$25	\$ 225
Certified SolidWorks Associate (CSWA)	24	\$50	\$ 1,200
Certified SolidWorks Professional (CSWP)	1	\$50	\$ 50
Certified Veterinarian Assistant	41	\$50	\$ 2,050
Certified Welders for Welding Code AWS D.1. - 2010	64	\$25	\$ 1,600
CISCO CCENT	11	\$50	\$ 550
CompTIA A+ 901	23	\$50	\$ 1,150
CompTIA A+ 902	15	\$50	\$ 750
CompTIA IT Fundamentals	6	\$25	\$ 150
CPht Certified Pharmacy Technician	35	\$25	\$ 875
Customer Service and Sales Certification	336	\$25	\$ 8,400
EMT Basic	26	\$50	\$ 1,300
ETA EM1	182	\$25	\$ 4,550
ETA EM2	16	\$25	\$ 400
ETA EM4	82	\$25	\$ 2,050
First Principles Food Handler Certificate	916	\$25	\$ 22,900
Fundamental Marketing Concepts	250	\$25	\$ 6,250
Intuit QuickBooks Certified User	123	\$25	\$ 3,075
Master Service Technician	82	\$25	\$ 2,050
Microburst Learning Employers' Choice Certificate	106	\$25	\$ 2,650
Microsoft MTA 98-366 (Networking Fundamentals)	18	\$50	\$ 900
Microsoft Office Specialist 2016 Excel Core	5,446	\$25	\$ 136,150
Microsoft Office Specialist 2016 Excel Expert	1,272	\$25	\$ 31,800
Microsoft Office Specialist 2016 PowerPoint	17,592	\$25	\$ 439,800
Microsoft Office Specialist 2016 Word	18,739	\$25	\$ 468,475
Microsoft Software Development Fundamentals	23	\$25	\$ 575
National Incident Management System	1,486	\$25	\$ 37,150
NC Private Pesticide Applicator	10	\$25	\$ 250
NCCER Credential - Electrical Trades I	2	\$25	\$ 50
NCCER Credential - Plumbing I	17	\$25	\$ 425
NCCER Credential - Carpentry I	2,181	\$25	\$ 54,525
NCCER Credential - Carpentry II	1,047	\$25	\$ 26,175
NCCER Credential - Carpentry III	199	\$25	\$ 4,975
NCCER Credential - Core	6,197	\$25	\$ 154,925
NCCER Credential - Electrical Trades I	519	\$25	\$ 12,975
NCCER Credential - Electrical Trades II	278	\$25	\$ 6,950
NCCER Credential - Electrical Trades III	28	\$25	\$ 700
NCCER Credential - Masonry I	948	\$25	\$ 23,700
NCCER Credential - Masonry II	468	\$25	\$ 11,700
NCCER Credential - Masonry III	215	\$25	\$ 5,375
NIMS Job Planning, Benchmark, and Layout	24	\$25	\$ 600
NIMS Measurement, Materials, and Safety	38	\$25	\$ 950
North Carolina Early Childhood Credential (NCECC) Equivalency	83	\$25	\$ 2,075

North Carolina Nurse Aide I	1,782	\$25	\$ 44,550
Pre-Professional Assessment and Certification in Nutrition, Food, and Wellness	80	\$25	\$ 2,000
PrintED Advertising and Design	4	\$25	\$ 100
PrintED Digital File Preparation	7	\$25	\$ 175
PrintED Introduction to Graphic Communication	64	\$25	\$ 1,600
ProStart Certificate of Recognition Level I	334	\$50	\$ 16,700
ProStart Certificate of Recognition Level II	68	\$25	\$ 1,700
ProStart National Certificate of Achievement (COA)	21	\$50	\$ 1,050
SAS Base Programming for SAS 9	41	\$25	\$ 1,025
ServSafe Food Protection Managers Certification	586	\$25	\$ 14,650
Web Communication using Adobe Dreamweaver	3	\$50	\$ 150
Woodwork Career Alliance (WCA) Sawblade Certificate	56	\$50	\$ 2,800
Grand Total	74,143		\$ 1,955,950

* Total bonuses shown indicate number earned. Amounts allotted will vary based on teacher cap.

During 2018-19, students earned 70,048 Tier 2 credentials and 4,095 Tier 3 credentials for a total bonus amount of \$1,955,950. Once the teacher bonus maximum was applied, a total of \$1,867,925 was allotted to PSUs for bonus pay to 2,639 individual teachers. The average bonus received per teacher was \$707.81. The average bonus received per teacher decreased by \$72.19 in 2018-19. 90 teachers qualified for bonus payments in excess of the \$3,500 maximum.

To determine the impact that the CTE teacher credential payment has on our teacher retainment, NC DPI CTE issued a survey to CTE teachers who received the credential bonus in the 2017-18 year. Survey feedback was received from 426 teachers that were issued the credential bonus payment in the 2017-18 academic year.

- 24% (104 of the 426 respondents) said the credential payment influenced their decision to remain in the teaching profession.
- 16% (69 of the 426 respondents) shared that the CTE credential payment influenced their decision to expand or change the courses taught.
- 13% (54 of the 426 respondents) said that they were made aware of the teacher credential payment when they entered the teaching profession.