



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 2021-18 (SB 105), sec. 7A.4

Prepared By: Career and Technical Education

Version Date: January 12, 2022

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NC DEPARTMENT OF PUBLIC INSTRUCTION

Catherine Truitt, State Superintendent / 301 N. Wilmington Street / Raleigh, North Carolina 27601-2825

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Thomas Tomberlin, Director of Educator Recruitment and Support, NCDPI

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The report was prepared in accordance with requirements of SL 2021-18 (SB 105), sec. 7A.4.

SECTION 7A.4.(a) Establish Advanced Course and CTE Bonus Program. – The State Board of Education shall establish a teacher bonus program for the 2021-2023 fiscal biennium to reward teacher performance and encourage student learning and improvement. To attain this goal, the Department of Public Instruction shall administer bonus pay to qualifying teachers whose salaries are supported from State funds in January of 2022 and January of 2023, based on data from the 2020-2021 and 2021-2022 school years, respectively, in accordance with this section.

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 alignment process is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations. The CTE Credential Tier Designation is re-evaluated annually. Table 1 details the 2020-2021 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	PowerSchool Course Title	NC SBE Approved Credential Name	Teacher Credential Payment
Agriculture	AA21	Animal Science I	NC Beef Quality Assurance	\$0.00
Agriculture	AA21	Animal Science I	Youth for Qual Care of Animals-YQCA	\$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	Youth for Qual Care of Animals-YQCA	\$0.00
Agriculture	AA23	Animal Science II- Small Animal	Canine Care and Training Prog-CCTP	\$25.00
Agriculture	AA32	Equine Science II	Equine Mgmt and Evaluation	\$25.00
Agriculture	AA41	Veterinary Assisting	Certified Veterinarian Assistant	\$50.00
Agriculture	AA41	Veterinary Assisting	Elanco Veterinary Med Applications	\$25.00
Agriculture	AN51	Natural Resources I	NC Hunter Safety Course	\$0.00
Agriculture	AN52	Natural Resources II	NC Hunter Safety Course	\$0.00

Agriculture	AP41	Horticulture I	NC Private Pesticide Applicator	\$25.00
Agriculture	AP42	Horticulture II	NC Private Pesticide Applicator	\$25.00
Agriculture	AP43	Horticulture II Turf Grass Mgt	NC Private Pesticide Applicator	\$25.00
Agriculture	AS31	Agricultural Mechanics I	Certified Welders AWS D.1. - 2010	\$25.00
Agriculture	AS31	Agricultural Mechanics I	Natl SafeTractor and Machinery Op	\$0.00
Agriculture	AS31	Agricultural Mechanics I	OSHA 10-hr Industry Cert (Agriculture)	\$0.00
Agriculture	AS32	Agricultural Mechanics II	Certified Welders AWS D.1. - 2010	\$25.00
Agriculture	AS32	Agricultural Mechanics II	Natl SafeTractor and Machinery Op	\$0.00
Agriculture	AS32	Agricultural Mechanics II	OSHA 10-hr Industry Cert (Agriculture)	\$0.00
Agriculture	AS33	Ag Mechanics II Small Engines	NC State Level Cred-Briggs&Stratton	\$25.00
Agriculture	AU10	Agriscience Applications	Certified Welders AWS D.1. - 2010	\$25.00
Agriculture	AU10	Agriscience Applications	Natl SafeTractor and Machinery Op	\$0.00
Agriculture	AU10	Agriscience Applications	NC Hunter Safety Course	\$0.00
Agriculture	AU11	Agricultural Production I	Certified Welders AWS D.1. - 2010	\$25.00
Agriculture	AU11	Agricultural Production I	Natl SafeTractor and Machinery Op	\$0.00
Agriculture	AU11	Agricultural Production I	NC Beef Quality Assurance	\$0.00
Agriculture	AU11	Agricultural Production I	Youth for Qual Care of Animals-YQCA	\$0.00
Agriculture	AU12	Agricultural Production II	NC Beef Quality Assurance	\$0.00
Agriculture	AU12	Agricultural Production II	NC Private Pesticide Applicator	\$25.00
Agriculture	AU12	Agricultural Production II	Youth for Qual Care of Animals-YQCA	\$0.00
Agriculture	AU22	Sustainable Ag Production II	Certified Level Beekeeper	\$0.00
Business, Finance, and Marketing	BA10	Accounting I	Intuit Quickbooks Certified User	\$25.00
Business, Finance, and Marketing	BA20	Accounting II	Intuit Quickbooks Certified User	\$25.00
Business, Finance, and Marketing	MA52	Marketing Applications	Customer Service and Sales	\$25.00
Business, Finance, and Marketing	MA52	Marketing Applications	Fundamental Marketing Concepts	\$25.00

Business, Finance, and Marketing	ME11	Entrepreneurship I	Venture Entrepreneurial Expedition	\$0.00
Business, Finance, and Marketing	ME12	Entrepreneurship II	Entrepreneurship and Small Business	\$0.00
Business, Finance, and Marketing	ME12	Entrepreneurship II	Venture Entrepreneurial Expedition	\$0.00
Business, Finance, and Marketing	MH32	Sports and Entertainment Mkt II	Customer Service and Sales	\$25.00
Business, Finance, and Marketing	MH42	Hospitality and Tourism	CGSP	\$25.00
Business, Finance, and Marketing	MU92	Strategic Marketing	Customer Service and Sales Certification	\$25.00
Business, Finance, and Marketing	MU92	Strategic Marketing	Fundamental Marketing Concepts	\$25.00
Career Development	CC45	Career Management	Conover-Workplace Readiness (CCWR)	\$0.00
Career Development	CC45	Career Management	Express Employment Prof Career Prep	\$0.00
Career Development	CC45	Career Management	Microburst-Soft Skills/Job Success	\$0.00
Computer Science and Information Technology	BC10	Cybersecurity Essentials	Certified Cybersecurity Assoc-PCCSA	\$25.00
Computer Science and Information Technology	BI12	CompTIA IT Fundamentals	CompTIA IT Fundamentals+	\$25.00
Computer Science and Information Technology	BL23	Microsoft Sftwr Dev Fndmntls	MTA 98-361 SW Developmnt Fndmntls	\$25.00
Computer Science and Information Technology	BL53	App Dev with Swift, Level 1	App Development with Swift Lvl 1	\$50.00
Computer Science and Information Technology	BM10	Microsoft Word and PowerPoint	MOS 2016 or above PowerPoint	\$0.00
Computer Science and Information Technology	BM10	Microsoft Word and PowerPoint	MOS 2016 or above Word	\$0.00
Computer Science and Information Technology	BM20	Microsoft Excel	MOS 2016 or above Excel Core	\$25.00
Computer Science and Information Technology	BM20	Microsoft Excel	MOS 2016 or above Excel Expert	\$25.00
Computer Science and Information Technology	BM40	Microsoft Access	MOS 2016 or above Access	\$25.00
Computer Science and Information Technology	BM40	Microsoft Access	MTA 98-364 Database Fundamentals	\$50.00
Computer Science and Information Technology	BN22	Network Administration II	CompTIA Network+ N10-007	\$50.00
Computer Science and Information Technology	BN32	Network Security II	CompTIA Security +	\$25.00
Computer Science and Information Technology	BP14	Python Programming I	MTA 98-381 Intro to Prgr Python	\$50.00
Computer Science and Information Technology	BP20	SAS Base Programming	SAS Cert Assoc-Progrmg Fund SAS 9.4	\$25.00
Computer Science and Information Technology	BP22	SAS Programming II	SAS Cert Spec-Base Progrmg SAS 9.4	\$25.00

Computer Science and Information Technology	BP30	Oracle Database Programming I	MTA 98-364 Database Admin Fund	\$50.00
Computer Science and Information Technology	BP30	Oracle Database Programming I	Oracle SQL Database Expert	\$25.00
Computer Science and Information Technology	BP32	Oracle Database Programming II	1ZO-144 Oracle Dths 11g Prgr PL/SQL	\$50.00
Computer Science and Information Technology	BP32	Oracle Database Programming II	Oracle Dths PL/SQL Dvlpr Cert Assoc	\$50.00
Computer Science and Information Technology	IA11	Intro to Graphic Comm	PrintED Intro to Graphic Comm	\$25.00
Computer Science and Information Technology	IA12	Digital File Preparation	PrintED Digital File Preparation	\$25.00
Computer Science and Information Technology	IA13	Print Advertising and Design	PrintED Advertising and Design	\$25.00
Computer Science and Information Technology	IA32	Digital Media II	Adobe Dreamweaver	\$50.00
Computer Science and Information Technology	IA32	Digital Media II	Adobe Illustrator	\$25.00
Computer Science and Information Technology	IA32	Digital Media II	Adobe InDesign	\$25.00
Computer Science and Information Technology	IA32	Digital Media II	Adobe Photoshop	\$25.00
Computer Science and Information Technology	IA32	Digital Media II	Adobe Premier Pro	\$50.00
Computer Science and Information Technology	II12	Cisco Network Engineering Tech II	CCT Routing and Switching	\$25.00
Computer Science and Information Technology	II12	Cisco Network Engineering Tech II	MTA 98-366 Networking Fundamentals	\$50.00
Computer Science and Information Technology	II21	Computer Engineering Tech I	CompTIA A+ 1001	\$50.00
Computer Science and Information Technology	II21	Computer Engineering Tech I	CompTIA IT Fundamentals+	\$25.00
Computer Science and Information Technology	II22	Computer Engineering Tech II	CompTIA A+ 1002	\$50.00
Computer Science and Information Technology	II22	Computer Engineering Tech II	MTA 98-349 Operating Sys Fndmntls	\$50.00
Computer Science and Information Technology	II31	Adobe Visual Design	Adobe Illustrator	\$25.00
Computer Science and Information Technology	II31	Adobe Visual Design	Adobe InDesign	\$25.00
Computer Science and Information Technology	II31	Adobe Visual Design	Adobe Photoshop	\$25.00
Computer Science and Information Technology	II32	Adobe Digital Design	Adobe Dreamweaver	\$50.00
Computer Science and Information Technology	II33	Adobe Video Design	Adobe Premier Pro	\$50.00
Computer Science and Information Technology	TS25	Digital Design and Animation II	Autodesk 3DS Max	\$50.00
Computer Science and Information Technology	TS25	Digital Design and Animation II	Autodesk Maya	\$50.00

Family and Consumer Sciences	FA32	Apparel and Textile Production II	Pre-PAC in Fash Textile and Apparel	\$0.00
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	NCECC Equiv	\$25.00
Family and Consumer Sciences	FH10	Culinary Arts and Hospitality I	ANSI-Accredited Food Protection Mgr	\$25.00
Family and Consumer Sciences	FH11	Culinary Arts and Hosp II App	ANSI-Accredited Food Protection Mgr	\$25.00
Family and Consumer Sciences	FH12	Culinary Arts and Hosp II Int	ANSI-Accredited Food Protection Mgr	\$25.00
Family and Consumer Sciences	FH13	Culinary Arts and Hospitality III	Certified Fundamentals Cook (CFC)	\$50.00
Family and Consumer Sciences	FH13	Culinary Arts and Hospitality III	PrePAC in Culinary Arts	\$0.00
Family and Consumer Sciences	FH13	Culinary Arts and Hospitality III	ProStart Ntl Cert of Achievemnt-COA	\$50.00
Family and Consumer Sciences	FI52	Interior Design II	PrePAC in Interior Design Fundamentals	\$0.00
Family and Consumer Sciences	FI53	Interior Digital Applications	Autodesk Certified User Revit	\$50.00
Family and Consumer Sciences	FN41	Food and Nutrition I	ANSI-Accredited Food Handler Cert	\$0.00
Family and Consumer Sciences	FN42	Food and Nutrition II	ANSI-Accredited Food Protection Mgr	\$25.00
Family and Consumer Sciences	FN42	Food and Nutrition II	PrePAC in Nutrition Food Wellness	\$0.00
Family and Consumer Sciences	FN43	Food Science and Technology	Food Safety and Science Cert	\$50.00
Family and Consumer Sciences	FN43	Food Science and Technology	PrePAC in Food Science Fundamentals	\$0.00
General Education	CN97	NAFTrack Certification	NAFTrack	\$0.00
Health Science	HB12	Biomedical Technology II	OSHA 10-Hr Industry Cert Hlthcare	\$0.00
Health Science	HH32	Pharmacy Technician	CPHT Certified Pharmacy Technician	\$25.00
Health Science	HN43	Nursing Fndmntls and Practicum	North Carolina Nurse Aide I	\$25.00
Health Science	HN44	Fundamentals of Gerontology	Nurse Aide I-Geriatric Aide Endrsmt	\$25.00
Health Science	HN45	Public Health Fundamentals	Nurse Aide I-Home Care Aide Endrsmt	\$25.00

Health Science	HP71	PLTW Human Body Systems	CPR/AED	\$0.00
Health Science	HP71	PLTW Human Body Systems	First Aid	\$0.00
Health Science	HP71	PLTW Human Body Systems	Stop the Bleed	\$0.00
Health Science	HU40	Health Science I	First Aid	\$0.00
Health Science	HU42	Health Science II	CPR/AED	\$0.00
Health Science	HU42	Health Science II	OSHA 10-Hr Industry Cert Hlthcare	\$0.00
Health Science	HU42	Health Science II	Stop the Bleed	\$0.00
Trade, Technology, Engineering, and Industrial	IC00	Construction Core	NC NCCER - Construction Core	\$25.00
Trade, Technology, Engineering, and Industrial	IC00	Construction Core	OSHA 10-Hr Construction Cert	\$0.00
Trade, Technology, Engineering, and Industrial	IC11	Masonry I	NC NCCER - Masonry I	\$25.00
Trade, Technology, Engineering, and Industrial	IC12	Masonry II	NC NCCER - Masonry II	\$25.00
Trade, Technology, Engineering, and Industrial	IC13	Masonry III	NC NCCER - Masonry III	\$25.00
Trade, Technology, Engineering, and Industrial	IC21	Carpentry I	NC NCCER - Carpentry I	\$25.00
Trade, Technology, Engineering, and Industrial	IC22	Carpentry II	NC NCCER - Carpentry II	\$25.00
Trade, Technology, Engineering, and Industrial	IC23	Carpentry III	NC NCCER - Carpentry III	\$25.00
Trade, Technology, Engineering, and Industrial	IC41	Electrical Trades I	NC NCCER - Electrical Trades I	\$25.00
Trade, Technology, Engineering, and Industrial	IC42	Electrical Trades II	NC NCCER - Electrical Trades II	\$25.00
Trade, Technology, Engineering, and Industrial	IC43	Electrical Trades III	NC NCCER - Electrical Trades III	\$25.00
Trade, Technology, Engineering, and Industrial	IC61	Drafting I	Autodesk Certified User AutoCAD	\$50.00
Trade, Technology, Engineering, and Industrial	IC62	Drafting II - Architectural	Autodesk Certified User Revit	\$50.00
Trade, Technology, Engineering, and Industrial	IC63	Drafting III - Architectural	Autodesk Cert Professional Revit	\$50.00
Trade, Technology, Engineering, and Industrial	ID11	Drone Technology I	CFR 14 Part 107 UAS Remote Pilot	\$25.00
Trade, Technology, Engineering, and Industrial	ID11	Drone Technology I	NCDOT NC UAS Operator Permit	\$0.00
Trade, Technology, Engineering, and Industrial	IL55	HVAC/R I	NC NCCER - HVAC/R I	\$50.00
Trade, Technology, Engineering, and Industrial	IL56	HVAC/R II	NC NCCER - HVAC/R II	\$50.00
Trade, Technology, Engineering, and Industrial	IL57	HVAC/R III	NC NCCER - HVAC/R III	\$50.00

Trade, Technology, Engineering, and Industrial	IL58	Plumbing	NC NCCER - Plumbing I	\$25.00
Trade, Technology, Engineering, and Industrial	IL59	Plumbing II	NC NCCER - Plumbing II	\$25.00
Trade, Technology, Engineering, and Industrial	IL60	Plumbing III	NC NCCER - Plumbing III	\$25.00
Trade, Technology, Engineering, and Industrial	IM11	Advanced Manufacturing I	CPT - Maintenance	\$25.00
Trade, Technology, Engineering, and Industrial	IM11	Advanced Manufacturing I	CPT - Safety	\$25.00
Trade, Technology, Engineering, and Industrial	IM11	Advanced Manufacturing I	OSHA 10-Hr Industry Cert-Manufctrng	\$0.00
Trade, Technology, Engineering, and Industrial	IM12	Advanced Manufacturing II	CPT - Process	\$25.00
Trade, Technology, Engineering, and Industrial	IM12	Advanced Manufacturing II	CPT - Quality	\$25.00
Trade, Technology, Engineering, and Industrial	IM21	Woodworking I	OSHA 10-Hr Construction Cert	\$0.00
Trade, Technology, Engineering, and Industrial	IM22	Woodworking II	OSHA 10-Hr Construction Cert	\$0.00
Trade, Technology, Engineering, and Industrial	IM22	Woodworking II	WCA Sawblade	\$50.00
Trade, Technology, Engineering, and Industrial	IM31	Electronics I	ETA EM1	\$25.00
Trade, Technology, Engineering, and Industrial	IM32	Electronics II	ETA EM1	\$25.00
Trade, Technology, Engineering, and Industrial	IM33	Electronics III	ETA EM2	\$25.00
Trade, Technology, Engineering, and Industrial	IM34	Electronics IV	ETA EM3	\$25.00
Trade, Technology, Engineering, and Industrial	IM41	Metals Manufacturing Tech I	NIMS Measurmnt Materials and Safety	\$25.00
Trade, Technology, Engineering, and Industrial	IM42	Metals Manufacturing Tech II	NIMS Job Planng Benchmrk and Layout	\$25.00
Trade, Technology, Engineering, and Industrial	IM42	Metals Manufacturing Tech II	NIMS Milling I	\$25.00
Trade, Technology, Engineering, and Industrial	IM61	Welding Technology I	AWS SENSE - Thermal Cutting Process	\$25.00
Trade, Technology, Engineering, and Industrial	IM61	Welding Technology I	OSHA 10-Hr Construction Cert	\$0.00
Trade, Technology, Engineering, and Industrial	IM61	Welding Technology I	S/P2 Weld Safety and Pollutn Prvntn	\$25.00
Trade, Technology, Engineering, and Industrial	IM62	Welding Technology II	AWS SENSE - SMAW	\$25.00
Trade, Technology, Engineering, and Industrial	IM63	Welding Technology III	AWS SENSE - FCAW	\$25.00
Trade, Technology, Engineering, and Industrial	IM63	Welding Technology III	AWS SENSE - GMAW	\$25.00
Trade, Technology, Engineering, and Industrial	IP11	Public Safety I	National Incident Management System	\$25.00

Trade, Technology, Engineering, and Industrial	IP12	Public Safety II	CERT IS-317	\$0.00
Trade, Technology, Engineering, and Industrial	IP12	Public Safety II	NECI 911 Basic Communications	\$25.00
Trade, Technology, Engineering, and Industrial	IP22	Emergency Medical Tech II	EMT Basic	\$50.00
Trade, Technology, Engineering, and Industrial	IP31	Firefighter Technology I	NCOSFM - Firefighter Technology I	\$0.00
Trade, Technology, Engineering, and Industrial	IP32	Firefighter Technology II	NCOSFM Firefight Tech II Fall 2020	\$0.00
Trade, Technology, Engineering, and Industrial	IP32	Firefighter Technology II	NCOSFM Firefight Tech II Sprng 2021	\$0.00
Trade, Technology, Engineering, and Industrial	IP33	Firefighter Technology III	NCOSFM - Firefighter Technology III	\$0.00
Trade, Technology, Engineering, and Industrial	IP42	Law and Justice II	CPO	\$25.00
Trade, Technology, Engineering, and Industrial	IP51	Emergency Management I	NC Emergency Management I Cert	\$25.00
Trade, Technology, Engineering, and Industrial	IP52	Emergency Management II	NC Emergency Management II Cert	\$25.00
Trade, Technology, Engineering, and Industrial	IT11	Automotive Service Fndmntls	S/P2 Mech Pollution Prevention	\$0.00
Trade, Technology, Engineering, and Industrial	IT11	Automotive Service Fndmntls	S/P2 Mechanical Safety	\$0.00
Trade, Technology, Engineering, and Industrial	IT17	Automotive Service II	ASE EntryLvl-Brakes	\$25.00
Trade, Technology, Engineering, and Industrial	IT17	Automotive Service II	ASE EntryLvl-Mtce and Light Repair	\$25.00
Trade, Technology, Engineering, and Industrial	IT18	Automotive Service III	ASE Auto Mtce and Light Repair G1	\$50.00
Trade, Technology, Engineering, and Industrial	IT18	Automotive Service III	ASE EntryLvl-Electrc/Electronic Sys	\$25.00
Trade, Technology, Engineering, and Industrial	IT30	Collision Repair Fundamentals	S/P2 Coll Repair and Refnsh Safety	\$25.00
Trade, Technology, Engineering, and Industrial	IT30	Collision Repair Fundamentals	S/P2 Coll Repair/Refnsh-Poll Preven	\$25.00
Trade, Technology, Engineering, and Industrial	IT32	Collision Rpr II - Non-Structural	Platinum ProLevel 1 NonStructural	\$50.00
Trade, Technology, Engineering, and Industrial	IT33	Collision Rpr II - Refinishing	ASE EntryLvl Painting/Refinishing	\$25.00
Trade, Technology, Engineering, and Industrial	IT33	Collision Rpr II - Refinishing	Platinum ProLevel 1 Refinishing	\$50.00
Trade, Technology, Engineering, and Industrial	IV22	Drafting II - Engineering	Autodesk Certified User Inventor	\$50.00
Trade, Technology, Engineering, and Industrial	IV22	Drafting II - Engineering	CSWA	\$50.00
Trade, Technology, Engineering, and Industrial	TE21	Principles of Technology I	OSHA 10-Hour Industry Certification	\$0.00
Trade, Technology, Engineering, and Industrial	TE22	Principles of Technology II	OSHA 10-Hour Industry Certification	\$0.00

Table 2: CTE Credential Allotment by PSU

PSU	PSU Name	Total Allotment*
00B	North Carolina Virtual Academy	\$0.00
010	Alamance-Burlington Schools	\$1,575.00
01B	River Mill Academy	\$0.00
01C	Clover Garden	\$0.00
020	Alexander County Schools	\$4,050.00
030	Alleghany County Schools	\$2,750.00
040	Anson County Schools	\$175.00
050	Ashe County Schools	\$1,750.00
060	Avery County Schools	\$1,825.00
070	Beaufort County Schools	\$3,100.00
080	Bertie County Schools	\$0.00
090	Bladen County Schools	\$725.00
100	Brunswick County Schools	\$6,250.00
110	Buncombe County Schools	\$3,700.00
111	Asheville City Schools	\$1,375.00
120	Burke County Schools	\$7,100.00
130	Cabarrus County Schools	\$9,900.00
13A	Carolina International School	\$0.00
132	Kannapolis City Schools	\$1,975.00
13B	Cabarrus Charter Academy	\$0.00
140	Caldwell County Schools	\$10,600.00
150	Camden County Schools	\$975.00
160	Carteret County Public Schools	\$1,125.00
170	Caswell County Schools	\$100.00
180	Catawba County Schools	\$12,675.00
181	Hickory City Schools	\$1,975.00
182	Newton Conover City Schools	\$2,075.00
190	Chatham County Schools	\$1,975.00
200	Cherokee County Schools	\$2,225.00
209	Cherokee Central	\$0.00
210	Edenton-Chowan Schools	\$1,475.00
220	Clay County Schools	\$1,000.00
230	Cleveland County Schools	\$9,000.00
23A	Pinnacle Classical Academy	\$50.00
240	Columbus County Schools	\$3,350.00
241	Whiteville City Schools	\$675.00
250	Craven County Schools	\$1,800.00

260	Cumberland County Schools	\$12,925.00
26B	Alpha Academy	\$0.00
270	Currituck County Schools	\$600.00
280	Dare County Schools	\$1,100.00
290	Davidson County Schools	\$18,875.00
291	Lexington City Schools	\$175.00
292	Thomasville City Schools	\$50.00
298	Schools for the Deaf & Blind	\$50.00
300	Davie County Schools	\$7,925.00
310	Duplin County Schools	\$3,100.00
320	Durham Public Schools	\$575.00
32L	Voyager Academy	\$400.00
330	Edgecombe County Public Schools	\$25.00
33A	North East Carolina Preparatory	\$0.00
340	Winston Salem/Forsyth County Schools	\$6,975.00
34H	North Carolina Leadership Academy	\$0.00
350	Franklin County Schools	\$400.00
360	Gaston County Schools	\$54,000.00
36C	Mountain Island Charter School	\$0.00
370	Gates County Schools	\$125.00
380	Graham County Schools	\$550.00
390	Granville County Schools	\$425.00
39B	Oxford Preparatory	\$0.00
400	Greene County Schools	\$1,500.00
410	Guilford County Schools	\$15,050.00
41F	Triad Math and Science Academy	\$0.00
420	Halifax County Schools	\$0.00
421	Roanoke Rapids City Schools	\$3,050.00
422	Weldon City Schools	\$175.00
430	Harnett County Schools	\$7,025.00
440	Haywood County Schools	\$1,075.00
450	Henderson County Schools	\$5,425.00
460	Hertford County Public Schools	\$0.00
470	Hoke County Schools	\$625.00
480	Hyde County Schools	\$0.00
490	Iredell-Statesville Schools	\$16,000.00
49E	Pine Lake Preparatory	\$0.00
491	Mooresville Graded School District	\$1,900.00
500	Jackson County Schools	\$2,150.00
510	Johnston County Schools	\$7,725.00
520	Jones County Schools	\$200.00
530	Lee County Schools	\$2,425.00
53B	Ascend Leadership Academy Lee County	\$0.00

540	Lenoir County Public Schools	\$300.00
550	Lincoln County Schools	\$12,450.00
55A	Lincoln Charter School	\$0.00
560	Macon County Schools	\$825.00
570	Madison County Schools	\$800.00
580	Martin County Schools	\$0.00
58B	Bear Grass Charter School	\$0.00
590	McDowell County Schools	\$1,725.00
600	Charlotte-Mecklenburg Schools	\$37,725.00
60G	Queen's Grant Community School	\$0.00
60M	Covain Community School	\$0.00
60S	Bradford Preparatory School	\$0.00
610	Mitchell County Schools	\$3,100.00
61X	Jackson Day School	\$0.00
620	Montgomery County Schools	\$0.00
630	Moore County Schools	\$14,750.00
640	Nash-Rocky Mount Schools	\$2,325.00
650	New Hanover County Schools	\$18,900.00
65G	Girls Academy of Wilmington	\$0.00
660	Northampton County Schools	\$0.00
670	Onslow County Schools	\$12,625.00
680	Orange County Schools	\$950.00
68A	Eno River Academy	\$0.00
681	Chapel Hill-Carrboro City Schools	\$6,225.00
690	Pamlico County Schools	\$0.00
69A	Arapahoe Charter School	\$0.00
700	Elizabeth City-Pasquotank Public Schools	\$75.00
70A	Northeast Academy of Aerospace and AdvTech	\$0.00
710	Pender County Schools	\$10,675.00
720	Perquimans County Schools	\$50.00
730	Person County Schools	\$525.00
740	Pitt County Schools	\$7,200.00
750	Polk County Schools	\$825.00
760	Randolph County Schools	\$9,675.00
76A	Uwharrie Charter School	\$0.00
761	Asheboro City Schools	\$1,425.00
770	Richmond County Schools	\$525.00
780	Public Schools of Robeson County	\$75.00
790	Rockingham County Schools	\$7,425.00
800	Rowan-Salisbury Schools	\$8,475.00
810	Rutherford County Schools	\$650.00
81B	Lake Lure Classical Academy	\$0.00
820	Sampson County Schools	\$1,700.00

821	Clinton City Schools	\$525.00
830	Scotland County Schools	\$1,950.00
840	Stanly County Schools	\$7,875.00
850	Stokes County Schools	\$4,000.00
860	Surry County Schools	\$9,275.00
861	Elkin City Schools	\$1,350.00
862	Mount Airy City Schools	\$2,825.00
870	Swain County Schools	\$2,750.00
880	Transylvania County Schools	\$4,525.00
890	Tyrrell County Schools	\$850.00
900	Union County Public Schools	\$54,425.00
90A	Union Academy	\$0.00
90F	Apprentice Academy High School	\$0.00
910	Vance County Schools	\$600.00
91A	Vance Charter School	\$0.00
920	Wake County Schools	\$57,075.00
92F	Franklin Academy	\$0.00
92P	Southern Wake Academy	\$0.00
930	Warren County Schools	\$0.00
93A	Haliwa-Saponi Tribal School	\$0.00
940	Washington County Schools	\$100.00
94Z	Northeast Regional School – Biotech/Agri	\$0.00
950	Watauga County Schools	\$3,900.00
960	Wayne County Public Schools	\$2,650.00
970	Wilkes County Schools	\$4,725.00
980	Wilson County Schools	\$1,725.00
990	Yadkin County Schools	\$4,600.00
995	Yancey County Schools	\$1,325.00
998	DPS Juvenile Education	\$100.00
TOTAL		\$599,075.00

**Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap. PSUs omitted from this table did not offer courses with credentials aligned to bonus funds.*

Table 3: CTE Credential Allotment by Credential

NC SBE Approved Credential Name	Number Earned	Credential Tier Payment	Total Bonus*
Adobe Dreamweaver	160	\$50.00	\$8,000.00
Adobe Illustrator	1542	\$25.00	\$38,550.00
Adobe InDesign	885	\$25.00	\$22,125.00
Adobe Photoshop	3071	\$25.00	\$76,775.00
Adobe Premier Pro	595	\$50.00	\$29,750.00
ANSI-Accredited Food Protection Manager Certification	405	\$25.00	\$10,125.00
ASE - Auto Maintenance and Light Repair (Test G1)	33	\$50.00	\$1,650.00

ASE Entry-Level Certification - Electrical/Electronic Systems	10	\$25.00	\$250.00
ASE Entry-Level Certification - Maintenance and Light Repair	72	\$25.00	\$1,800.00
ASE Entry-Level Certification-Brakes	35	\$25.00	\$875.00
Autodesk 3DS Max	7	\$50.00	\$350.00
Autodesk Certified Professional Inventor	8	\$50.00	\$400.00
Autodesk Certified Professional Revit	21	\$50.00	\$1,050.00
Autodesk Certified User AutoCAD	954	\$50.00	\$47,700.00
Autodesk Certified User Inventor	198	\$50.00	\$9,900.00
Autodesk Certified User Revit	304	\$50.00	\$15,200.00
AWS SENSE- Shielded Metal Arc Welding (SMAW)	11	\$25.00	\$275.00
Canine Care and Training Program (CCTP)	13	\$25.00	\$325.00
Certified Cybersecurity Associate (PCCSA)	1	\$25.00	\$25.00
Certified Fundamentals Cook (CFC)	1	\$50.00	\$50.00
Certified Guest Service Professional (CGSP)	105	\$25.00	\$2,625.00
Certified Production Technician (CPT) - Safety	58	\$25.00	\$1,450.00
Certified Production Technician (CPT) -Maintenance	36	\$25.00	\$900.00
Certified Production Technician (CPT) -Process	16	\$25.00	\$400.00
Certified Production Technician (CPT) -Quality	19	\$25.00	\$475.00
Certified Protection Officer (CPO)	12	\$25.00	\$300.00
Certified SolidWorks Associate (CSWA)	23	\$50.00	\$1,150.00
Certified SolidWorks Professional (CSWP)	5	\$50.00	\$250.00
Certified Veterinary Assistant	19	\$50.00	\$950.00
Certified Welders for Welding Code AWS D.1. - 2010	59	\$25.00	\$1,475.00
CFR 14 Part 107 UAS Remote Pilot Certification	56	\$25.00	\$1,400.00
Cisco Certified Technician (CCT) Routing and Switching	3	\$25.00	\$75.00
CompTIA A+ 1001	15	\$50.00	\$750.00
CompTIA A+ 1002	5	\$50.00	\$250.00
CompTIA IT Fundamentals+	19	\$25.00	\$475.00
CPhT Certified Pharmacy Technician	55	\$25.00	\$1,375.00
Customer Service and Sales Certification	140	\$25.00	\$3,500.00
Elanco Veterinary Medical Applications Certification	101	\$25.00	\$2,525.00
EMT Basic	11	\$50.00	\$550.00
Equine Management and Evaluation Certification	3	\$25.00	\$75.00
ETA EM1	68	\$25.00	\$1,700.00
ETA EM2	12	\$25.00	\$300.00
ETA EM4	21	\$25.00	\$525.00
Food Safety and Science Certification	5	\$50.00	\$250.00
Fundamental Marketing Concepts	5	\$25.00	\$125.00
Intuit Quickbooks Certified User	80	\$25.00	\$2,000.00
Microsoft Office Specialist 2016 or above Access	15	\$25.00	\$375.00
Microsoft Office Specialist 2016 or above Excel Core	2329	\$25.00	\$58,225.00

Microsoft Office Specialist 2016 or above Excel Expert	609	\$25.00	\$15,225.00
MTA 98-361 Software Development Fundamentals	31	\$25.00	\$775.00
MTA 98-364 Database Fundamentals	12	\$50.00	\$600.00
MTA 98-366 Networking Fundamentals	19	\$50.00	\$950.00
MTA 98-381 Introduction to Programming Using Python	1066	\$50.00	\$53,300.00
National Incident Management System	925	\$25.00	\$23,125.00
NC Emergency Management I certification	57	\$25.00	\$1,425.00
NC NCCER - Carpentry I	781	\$25.00	\$19,525.00
NC NCCER - Carpentry II	415	\$25.00	\$10,375.00
NC NCCER - Carpentry III	75	\$25.00	\$1,875.00
NC NCCER - Construction Core	2083	\$25.00	\$52,075.00
NC NCCER - Electrical Trades I	123	\$25.00	\$3,075.00
NC NCCER - Electrical Trades II	54	\$25.00	\$1,350.00
NC NCCER - Electrical Trades III	11	\$25.00	\$275.00
NC NCCER - Masonry I	320	\$25.00	\$8,000.00
NC NCCER - Masonry II	170	\$25.00	\$4,250.00
NC NCCER - Masonry III	88	\$25.00	\$2,200.00
NC Private Pesticide Applicator	12	\$25.00	\$300.00
NC State Level Credential (administered by Briggs & Stratton)	160	\$25.00	\$4,000.00
NECI 911 Basic Communications	148	\$25.00	\$3,700.00
NIMS Measurement, Materials, and Safety	16	\$25.00	\$400.00
North Carolina Early Childhood Credential (NCECC) Equivalency	25	\$25.00	\$625.00
North Carolina Nurse Aide I	1350	\$25.00	\$33,750.00
Nurse Aide I - Geriatric Aide Endorsement	27	\$25.00	\$675.00
Nurse Aide I - Home Care Aide Endorsement	39	\$25.00	\$975.00
Operating System Fundamentals	11	\$50.00	\$550.00
Platinum ProLevel 1 for Non-Structural	8	\$50.00	\$400.00
Platinum ProLevel 1 for Refinishing	9	\$50.00	\$450.00
S/P2 Collision Repair and Refinish - Pollution Prevention	1	\$25.00	\$25.00
SAS Certified Associate: Programming Fundamentals Using SAS 9.4	40	\$25.00	\$1,000.00
Woodwork Career Alliance (WCA) Sawblade Certificate	84	\$50.00	\$4,200.00
TOTAL			\$599,075.00

**Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap.*

Summary:

North Carolina CTE experienced a steady increase in credential attainment between academic years 2010-2011 and 2018-2019; however, a two-year decline began in spring 2020 and can be directly related to two distinct factors.

- The COVID-19 pandemic negatively impacted credential administration and data reporting.
- The new Strengthening Career and Technical Education for the 21st Century Act (Perkins V) required pathway realignments with a more focused definition of recognized credentials.

The significant impact of these two factors is evident when comparing credential bonus facts from 2018-19 to those of 2020-21.

- During 2018-19 students earned 70,048 Tier 2 credentials and 4,095 Tier 3 credentials for a total bonus amount of \$1,867,925 with the teacher cap applied. Bonus funding was allotted to PSUs for bonus pay to 2,639 individual teachers. The average bonus received per teacher was \$707.81.
- During 2020-21, students earned 16,817 Tier 2 credentials and 3,573 Tier 3 credentials for a total bonus amount of \$586,275 with the teacher cap being applied. Bonus funding was allotted to PSUs for bonus pay to 1,097 individual teachers.
- The 2020-21 average bonus received per teacher was \$534.43, a decrease of \$173.38 from the average bonus received per teacher in 2018-19.
- Due to Perkins V implementation, the pathway alignment process moved the course BM10 Microsoft Word and PowerPoint to the Supplemental Technical level and recategorized the MOS Word and MOS PowerPoint credentials from Tier 2 (\$25.00 each) to Tier 1 (\$0.00 each). In 2020-2021, there were 7,453 Microsoft Word and PowerPoint credentials earned as compared to 36,368 in 2018-2019. If these credentials had remained Tier 2, the allocation (with cap imposed) would have been \$184,825.
- Finally, when considering the Carpentry pathway credential NCCER, 9,624 credentials were earned in 2018-2019 generating \$240,600 in bonus payments. In 2020-21, with limited face-to-face instruction restricting access to performance-based credentials, only 3,533 NCCER credentials were earned in Carpentry, generating \$88,325. Other credentials experienced similar impact from COVID-19.