



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

Report to the North Carolina General Assembly

INDUSTRY CERTIFICATIONS AND CREDENTIALS TEACHER BONUS PILOT PROGRAM

Session Law 2016-94 Section 8.9(c)

Date Due: March 15, 2017

Report # ----61

DPI Chronological Schedule, 2016-2017

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The report was prepared in accordance with requirements of Session Law 2016-94 Section 8.9 (c).

“SECTION 8.9.(c) *The State Board of Education shall report on and study the pilot program as follows:*

(1) The State Board shall report on 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, and the Fiscal Research Division by March 15, 2017, and again by March 15, 2018.”

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.

Academic Rigor

High Academic Rigor	Ineligible for Bonus
<ul style="list-style-type: none">• ≥ 67.5 instructional hours and college credit• ≥ 135 instructional hours	<ul style="list-style-type: none">• ≤ 34 instructional hours• Required additional preparation outside of the course• Non-technical instruction

Employment Value

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 below details the assignment of each credential type to a Tier based on the methodology used.

Table 1 CTE Credential Tier Designation

Tier One

Animal Waste Certification
ASE G1 - MLR
ASE MLR Student Certification
Auto Safety Inspection Certification
Carolina Certified Plant Professional
Certified Restaurant Server
Community Emergency Response Team (CERT)
Concepts of Entrepreneurship and Management
Conover Credential Workplace Readiness
CPR
Emission Inspection
EverFi
First Aid
Job Readiness
National Consortium for Health Science Education (NCHSE)
Assessment
National Safe Tractor and Machinery Operation Certification
NC Beef Quality Assurance
NC Hunter Safety Course
NC Pork Quality Assurance
NCOSFM Credentials
OSHA 10 - Hour Construction Industry Certification
OSHA 10-Hour General Industry (Agriculture) Certification
OSHA 10-Hour Industry Certification
S/P2
Venture Entrepreneurial Expedition
W!SE Financial

Tier Two

Adobe Illustrator
Adobe InDesign
Adobe Photoshop
Adobe Premier
Advanced Customer Service and Sales Certification
Certified Guest Service Professional (CGSP)
Certified Production Technician-Maintenance
Certified Production Technician-Process
Certified Production Technician-Quality
Certified Production Technician-Safety
Certified Welders for Welding Code AWS D.1. - 2010

CompTIA IT Fundamentals
Cpht Certified Pharmacy Technician
Customer Service and Sales Certification
ETA EM1
ETA EM2
ETA EM3
ETA EM4
Fundamentals Marketing Concepts
GMAW
GTAW
Intuit Quickbooks Certified User
Landscape Industry Certified (CLT)
Lead Teacher Equivalency Certification
Master Service Technician
Microsoft Office Specialist Access
Microsoft Office Specialist Excel
Microsoft Office Specialist PowerPoint
Microsoft Office Specialist Word
MTA 98-375 HTML 5 Application Developer Fundamentals
NC private Pesticide Applicator
NCCER Credential
NIMS (emergency management) credentials
NIMs 100 - NIMS 200
NIMS Manual Milling Skills
North Carolina Nurse Aide I
Oracle SQL Database Expert
PrintED Advertising and Design
PrintED Digital File Preparation
PrintED Introduction to Graphic Communication
Pro Level I Platinum-Collision Repair
SAS Advanced Programming for SAS 9
SAS Base Programming for SAS 9
ServSafe® Food Protection Managers Certification
SMAW

Tier Three

Adobe Dreamweaver
Autodesk Certified Inventor
Autodesk Certified Revit
Autodesk Certified User
Certified SolidWorks Associate (CSWA)
CISCO CCENT
CISCO CCNA
CompTIA A+ 901
CompTIA A+ 902
EMT Basic
Exam #1ZO-144 Oracle Database
11g: Programming with PL/SQL
Microsoft MCTS 70-680: Windows 7 Configuration Exam
Microsoft MCTS 70-685 Windows 7 Enterprise Desktop Support

Technician
 Microsoft MTA 98-349 (Operating System Fundamentals)
 MTA 98-364 Database Administration Fundamentals Exam
 MTA 98-366 (Networking Fundamentals)
 MTA 98-367 (Security Fundamentals)
 MTA Networks
 MTA OS
 NC Manufacturing Certificate
 NIMS Job Planning, Benchmark, and Layout
 NIMS Measurement, Materials and Safety
 NIMS Measurement, Materials, and Safety
 NRA Certificate of Recognition Level One
 NRA Certificate of Recognition Level Two
 Oracle Database PL/SQL Developer Certified Associate
 Veterinarian Technician
 Web Communication using Adobe Dreamweaver CS6
 Woodwork Career Alliance (WCA) Sawblade Certificate

Using data entered into the NC CTE Test Admin site by Local Education Agency (LEA) staff and data obtained from third party test administrators, DPI allotted to LEAs funds due for each teacher based on the credentials earned. Table 2 shows the bonus allotted to each LEA for the payment of credential bonuses. Note the LEAs were required to verify continued employment of the teacher in the LEA in courses that lead to credentials. DPI does not have actual expenditure data to report at this time.

Table 2: Credential Allotment by LEA

LEA	Total bonus
Alamance-Burlington Schools	28,825
Asheville City Schools	2,025
Alexander County Schools	2,875
Alleghany County Schools	2,025
Anson County Schools	2,925
Ashe County Schools	3,250
Avery County Schools	2,200
Beaufort County Schools	10,275
Bertie County Schools	1,300
Bladen County Schools	6,400
Brunswick County Schools	10,550
Buncombe County Schools	31,775
Burke County Schools	8,800
Cabarrus County Schools	24,000
Kannapolis City Schools	6,750
Caldwell County Schools	11,625
Camden County Schools	2,000
Carteret County Public Schools	9,025
Caswell County Schools	625

LEA	Total
Catawba County Schools	23,050
Hickory City Schools	6,550
Newton Conover City Schools	4,000
Chatham County Schools	8,050
Cherokee County Schools	6,900
Edenton-Chowan Schools	1,225
Clay County Schools	2,425
Cleveland County Schools	26,000
Columbus County Schools	7,900
Whiteville City Schools	2,150
Craven County Schools	15,750
Cumberland County Schools	45,650
Currituck County Schools	1,325
Dare County Schools	4,125
Davidson County Schools	40,350
Lexington City Schools	2,500
Thomasville City Schools	5,300
Davie County Schools	13,625
Duplin County Schools	13,225
Durham Public Schools	7,225
Edgecombe County Public Schools	1,025
Winston Salem/Forsyth County	20,825
Franklin County Schools	20,575
Gaston County Schools	31,775
Gates County Schools	3,050
Graham County Schools	325
Granville County Schools	5,400
Greene County Schools	2,825
Guilford County Schools	57,025
Halifax County Schools	2,450
Roanoke Rapids City Schools	3,000
Weldon City Schools	1,950
Harnett County Schools	13,800
Haywood County Schools	6,275
Henderson County Schools	16,100
Hertford County Schools	2,150
Hoke County Schools	3,850
Iredell-Statesville Schools	16,650
Mooresville Graded School District	6,900
Jackson County Public Schools	2,375
Johnston County Schools	31,750
Jones County Schools	675
Lee County Schools	25,750
Lenoir County Public Schools	6,475
Lincoln County Schools	13,575
Macon County Schools	400
Madison County Schools	1,750
Martin County Schools	4,075

LEA	Total
McDowell County Schools	4,150
Charlotte-Mecklenburg Schools	16,575
Mitchell County Schools	4,850
Montgomery County Schools	4,475
Moore County Schools	3,750
Nash-Rocky Mount Schools	14,650
New Hanover County Schools	18,725
Northampton County Schools	800
Onslow County Schools	35,675
Orange County Schools	1,925
Chapel Hill-Carrboro City Schools	1,175
Pamlico County Schools	2,425
Elizabeth City-Pasquotank Schools	3,275
Pender County Schools	13,475
Perquimans County Schools	2,000
Person County Schools	5,150
Pitt County Schools	38,775
Polk County Schools	2,900
Randolph County School System	36,650
Asheboro City Schools	4,400
Richmond County Schools	9,325
Public Schools of Robeson County	5,150
Rockingham County Schools	10,900
Rowan-Salisbury Schools	9,825
Rutherford County Schools	3,225
Sampson County Schools	6,975
Clinton City Schools	1,950
Scotland County Schools	4,675
Stanly County Schools	11,650
Stokes County Schools	6,225
Surry County Schools	9,125
Elkin City Schools	3,475
Mount Airy City Schools	2,000
Swain County Schools	875
Transylvania County Schools	4,625
Tyrrell County Schools	250
Union County Public Schools	42,200
Vance County schools	4,450
Wake County Schools	121,425
Warren County Schools	1,725
Washington County Schools	525
Watauga County Schools	1,800
Wayne County Public Schools	23,500
Wilkes County Schools	19,475
Wilson County Schools	7,450
Yadkin County Schools	9,400
Yancey County Schools	3,025

Table 2.1 shows the number and amount of bonuses earned prior to the per teacher cap of \$2,000.

LEA Code	LEA	Sum of Bonus	Sum of Number
010	Alamance-Burlington Schools	37,500	1500
020	Alexander County Schools	3,725	149
030	Alleghany County Schools	2,025	81
040	Anson County Schools	5,325	213
050	Ashe County Schools	3,250	130
060	Avery County Schools	2,200	88
070	Beaufort County Schools	10,275	403
080	Bertie County Schools	1,300	52
090	Bladen County Schools	6,400	256
100	Brunswick County Schools	13,775	551
110	Buncombe County Schools	43,625	1,745
111	Asheville City Schools	2,025	81
120	Burke County Schools	11,500	459
130	Cabarrus County Schools	36,100	1,368
132	Kannapolis City Schools	6,750	261
140	Caldwell County Schools	12,850	509
150	Camden County Schools	2,000	80
160	Carteret County Public Schools	17,775	711
170	Caswell County Schools	625	25
180	Catawba County Schools	32,825	1,303
181	Hickory City Schools	9,600	381
182	Newton Conover City Schools	5,875	235
190	Chatham County Schools	8,125	325
200	Cherokee County Schools	6,900	237
210	Edenton-Chowan Schools	1,225	49
220	Clay County Schools	2,550	102
230	Cleveland County Schools	34,475	1,369
240	Columbus County Schools	8,700	348
241	Whiteville City Schools	2,150	86
250	Craven County Schools	19,725	753
260	Cumberland County Schools	81,850	3,274
270	Currituck County Schools	1,325	53
280	Dare County Schools	4,125	165
290	Davidson County Schools	67,825	2,713
291	Lexington City Schools	2,500	100
292	Thomasville City Schools	6,725	269
300	Davie County Schools	16,400	575
310	Duplin County Schools	20,000	800
320	Durham Public Schools	8,675	347
330	Edgecombe County Public Schools	1,025	41
340	Winston Salem/Forsyth County Schools	22,900	916
350	Franklin County Schools	26,000	1,029
360	Gaston County Schools	54,875	2,195

LEA#	LEA	Sum of Bonus	Sum of Number
370	Gates County Schools	3,050	122
380	Graham County Schools	325	13
390	Granville County Schools	8,300	332
400	Greene County Schools	3,325	133
410	Guilford County Schools	62,425	2,342
420	Halifax County Schools	2,450	98
421	Roanoke Rapids City Schools	3,850	154
422	Weldon City Schools	1,950	78
430	Harnett County Schools	24,000	934
440	Haywood County Schools	9,125	365
450	Henderson County Schools	21,400	856
460	Hertford County Schools	2,300	92
470	Hoke County Schools	3,850	154
490	Iredell-Statesville Schools	26,450	1,045
491	Mooresville Graded School District	8,825	340
500	Jackson County Public Schools	2,375	95
510	Johnston County Schools	56,275	2,216
520	Jones County Schools	675	27
530	Lee County Schools	39,950	1,559
540	Lenoir County Public Schools	6,650	266
550	Lincoln County Schools	19,525	753
560	Macon County Schools	400	16
570	Madison County Schools	1,750	64
580	Martin County Schools	8,000	320
590	McDowell County Schools	4,150	166
600	Charlotte-Mecklenburg Schools	30,150	1,117
610	Mitchell County Schools	5,475	214
620	Montgomery County Schools	4,525	165
630	Moore County Schools	3,750	149
640	Nash-Rocky Mount Schools	17,250	690
650	New Hanover County Schools	22,725	903
660	Northampton County Schools	800	31
670	Onslow County Schools	43,375	1,662
680	Orange County Schools	1,925	77
681	Chapel Hill-Carrboro City Schools	1,175	32
690	Pamlico County Schools	2,425	97
700	Elizabeth City-Pasquotank Public Schools	3,850	152
710	Pender County Schools	15,250	610
720	Perquimans County Schools	3,450	138
730	Person County Schools	5,150	206
740	Pitt County Schools	43,800	1,751
750	Polk County Schools	2,900	116
760	Randolph County School System	44,575	1,756
761	Asheboro City Schools	5,475	219
770	Richmond County Schools	16,800	652
780	Public Schools of Robeson County	5,150	206

LEA#	LEA	Sum of Bonus	Sum of Number
790	Rockingham County Schools	14,100	564
800	Rowan-Salisbury Schools	11,150	446
810	Rutherford County Schools	3,225	129
820	Sampson County Schools	8,350	334
821	Clinton City Schools	1,950	78
830	Scotland County Schools	4,775	191
840	Stanly County Schools	12,600	503
850	Stokes County Schools	6,225	249
860	Surry County Schools	9,125	346
861	Elkin City Schools	3,475	139
862	Mount Airy City Schools	2,675	107
870	Swain County Schools	875	35
880	Transylvania County Schools	4,950	198
890	Tyrrell County Schools	250	10
900	Union County Public Schools	61,600	2,309
910	Vance County Schools	4,450	174
920	Wake County Schools	173,825	6,621
930	Warren County Schools	1,725	64
940	Washington County Schools	525	21
950	Watauga County Schools	1,800	72
960	Wayne County Public Schools	31,825	1,253
970	Wilkes County Schools	26,200	1,048
980	Wilson County Schools	8,300	332
990	Yadkin County Schools	12,150	486
995	Yancey County Schools	5,750	230
Grand Total		1,679,175	65,771

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

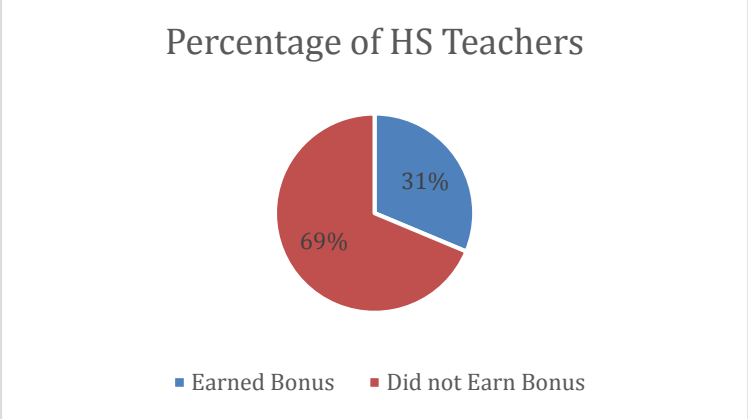
Table 3*

Credential	Total Bonus	Number Earned
Adobe Dreamweaver	7,500	150
Adobe Illustrator	7,675	307
Adobe InDesign	7,825	313
Adobe Photoshop	19,250	770
Adobe Premiere	2,750	110
Advanced Customer Service and Sales Certification	400	16
Autodesk Certified User	19,050	381
Autodesk Inventor Certified User	8,100	162
Autodesk Revit Architecture Certified User	13,600	272
Certified Guest Service Professional (CGSP)	50	2
Certified SolidWorks Associate (CSWA)	300	6

Credential	Total Bonus	Number Earned
Certified Welders for Welding Code AWS D.1. - 2010	975	39
CISCO CCENT	100	2
CompTIA A+ 901	7,650	153
CompTIA A+ 902	600	12
Cpht Certified Pharmacy Technician	650	26
Customer Service and Sales Certification	425	17
EMT Basic	1,450	29
ETA EM1	1,500	60
ETA EM4	375	15
Fundamentals Marketing Concepts	625	25
Intuit Quickbooks Certified User	925	37
Lead Teacher Equivalency Certification	2,650	106
Microsoft Office Specialist Access	121,900	4,876
Microsoft Office Specialist Excel	154,975	6,199
Microsoft Office Specialist PowerPoint	509,500	20,380
Microsoft Office Specialist Word	493,875	19,755
MTA 98-366 (Networking Fundamentals)	400	8
MTA 98-367 (Security Fundamentals)	400	8
MTA 98-375 HTML 5 Application Developer Fundamentals	150	6
NC Private Pesticide Applicator	325	13
NCCER Credential	196,950	7878
NIMS Measurement, Materials, and Safety	1,100	22
North Carolina Nurse Aide I	43,000	1,720
NRA Certificate of Recognition Level One	6,950	139
NRA Certificate of Recognition Level Two	1,500	30
PrintED Advertising and Design	300	12
PrintED Digital File Preparation	800	32
PrintED Introduction to Graphic Communication	3,450	138
ServSafe® Food Protection Managers Certification	36,175	1,447
SMAW	1,900	76
Veterinarian Technician	1,100	22
Grand Total	1,679,175	65,771

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

In total \$1,247,413 was allotted to LEAs for bonus pay to 1,471 individual teachers. It is important to note the amounts earned and allotted significantly exceeded the amounts allotted in the 2016-17 budget.



The average bonus received per teacher was \$849.

Three hundred teachers qualified for bonus payments in excess of the \$2,000 cap.

