Report to the North Carolina General Assembly

CTE Industry Certifications and Credentials Teacher Bonus Program

SB 257 (SL 2017-57) *Section8.9. (c)*

Date Due: March 15, 2018
Report # 64
DPI Chronological Schedule: 2017-2018

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

Credential	Amount
American Heart Association Basic Life Support and Heartsaver First Aid	$0
Animal Waste Certification	$0
Auto Safety Inspection Certification	$0
Carolina Certified Plant Professional	$0
Certified Restaurant Server	$0
CFNC.org Certified Financial Basics for High School and Beyond	$0
Community Emergency Response Team (CERT)	$0
Concepts of Entrepreneurship and Management	$0
Conover Credential Workplace Readiness	$0
CPR	$0
Entrepreneurship and Small Business Certification Exam	$0
Emission Inspection	$0
EverFi	$0
First Aid	$0
Job Readiness	$0
National Consortium for Health Science Education (NCHSE)Assessment	$0
National SafeTractor and Machinery Operation Certification	$0
NC Beef Quality Assurance	$0
NC Hunter Safety Course	$0
NC Pork Quality Assurance	$0
NCOSFM Credentials	$0
OSHA 10 - Hour Construction Industry Certification	$0
OSHA 10-Hour General Industry (Agriculture) Certification	$0
OSHA 10-Hour Industry Certification	$0
OSHA 10-Hour Industry Certification (Healthcare)	$0
Pre-Professional Assessment and Certification in Fashion, Textiles, and Apparel	$0
Pre-Professional Assessment and Certification in Food Science Fundamentals	$0
S/P2	$0
Venture Entrepreneurial Expedition	$0
W!SE Financial	$0

Tier Two	
Credential	Amount
Adobe Illustrator	$25
Adobe InDesign	$25
Adobe Photoshop	$25
Adobe Premier	$25

Advanced Customer Service and Sales Certification	$25
ASE MLR Student Certification	$25
Certified Guest Service Professional (CGSP)	$25
Certified Production Technician-Maintenance	$25
Certified Production Technician-Process	$25
Certified Production Technician-Quality	$25
Certified Production Technician-Safety	$25
Certified Welders for Welding Code AWS D.1. - 2010	$25
CompTIA IT Fundamentals	$25
Cpht Certified Pharmacy Technician	$25
Customer Service and Sales Certification	$25
ETA EM1	$25
ETA EM2	$25
ETA EM3	$25
ETA EM4	$25
Food Protection Manager Certification	$25
Fundamentals Marketing Concepts	$25
GMAW	$25
GTAW	$25
Intuit QuickBooks Certified User	$25
Landscape Industry Certified (CLT)	$25
Lead Teacher Equivalency Certification	$25
Master Service Technician	$25
Microsoft Office Specialist Access	$25
Microsoft Office Specialist Excel	$25
Microsoft Office Specialist PowerPoint	$25
Microsoft Office Specialist Word	$25
MTA 98-375 HTML 5 Application Developer Fundamentals	$25
NC private Pesticide Applicator	$25
NCCER Credential	$25
NIMS (emergency management) credentials	$25
NIMs 100 - NIMS 200	$25

Tier Two (continued)	
Credential	Amount
NIMS Manual Milling Skills	$25
North Carolina Nurse Aide I	$25
Oracle SQL Database Expert	$25
PrintED Advertising and Design	$25
PrintED Digital File Preparation	$25

PrintED Introduction to Graphic Communication	$25
Pro Level I Platinum-Collision Repair	$25
SAS Advanced Programming for SAS 9	$25
SAS Base Programming for SAS 9	$25
ServSafe® Food Protection Managers Certification	$25
SMAW	$25

Credential	Amount
Adobe Dreamweaver	$50
ASE G1- MLR	$50
Autodesk Certified Inventor	$50
Autodesk Certified Revit	$50
Autodesk Certified User	$50
Certified SolidWorks Associate (CSWA)	$50
CISCO CCENT	$50
CISCO CCNA	$50
CompTIA A+ 901	$50
CompTIA A+ 902	$50
EMT Basic	$50
Exam #1ZO-144 Oracle Database 11g: Programming with PL/SQL	$50
Microsoft MCTS 70-680: Windows 7 Configuration Exam	$50
Microsoft MCTS 70-685 Windows 7 Enterprise Desktop Support Tech	$50
Microsoft MTA 98-349 (Operating System Fundamentals)	$50
MTA 98-364 Database Administration Fundamentals Exam	$50
MTA 98-366 (Networking Fundamentals)	$50
MTA 98-367 (Security Fundamentals)	$50
MTA Networks	$50
MTA OS	$50
NC Manufacturing Certificate	$50
NIMS Job Planning, Benchmark, and Layout	$50
NIMS Measurement, Materials and Safety	$50
NIMS Measurement, Materials, and Safety	$50
NRA Certificate of Recognition Level One	$50
NRA Certificate of Recognition Level Two	$50
Oracle Database PL/SQL Developer Certified Associate	$50
ProStart National Certificate of Achievement (COA)	$50
Veterinarian Technician	$50
Web Communication using Adobe Dreamweaver CS6	$50
Woodwork Career Alliance (WCA) Sawblade Certificate	$50

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	LEA Name	Total Bonus
010	Alamance-Burlington Schools	32,750
020	Alexander County Schools	4,550
030	Alleghany County Schools	3,475
040	Anson County Schools	4,775
050	Ashe County Schools	2,650
060	Avery County Schools	1,175
070	Beaufort County Schools	16,175
080	Bertie County Schools	725
090	Bladen County Schools	20,325
100	Brunswick County Schools	22,700
110	Buncombe County Schools	38,850
111	Asheville City Schools	2,850
120	Burke County Schools	12,950
130	Cabarrus County Schools	38,325
132	Kannapolis City Schools	6,600
140	Caldwell County Schools	22,225
150	Camden County Schools	1,775
160	Carteret County Public Schools	13,050
170	Caswell County Schools	1,675
180	Catawba County Schools	33,900
181	Hickory City Schools	12,250
182	Newton Conover City Schools	6,300
190	Chatham County Schools	4,750
200	Cherokee County Schools	6,050
210	Edenton-Chowan Schools	4,775
220	Clay County Schools	1,725
230	Cleveland County Schools	34,800
240	Columbus County Schools	9,000
241	Whiteville City Schools	3,575
250	Craven County Schools	26,375
260	Cumberland County Schools	76,575
270	Currituck County Schools	4,075
280	Dare County Schools	5,425
290	Davidson County Schools	58,100
291	Lexington City Schools	1,825
292	Thomasville City Schools	8,700
300	Davie County Schools	15,525
310	Duplin County Schools	19,575
320	Durham Public Schools	11,650
330	Edgecombe County Public Schools	850

340	Winston Salem / Forsyth County Schools	27,600
350	Franklin County Schools	26,975
360	Gaston County Schools	67,500
370	Gates County Schools	3,200
380	Graham County Schools	3,425
390	Granville County Schools	6,850
400	Greene County Schools	3,025
410	Guilford County Schools	84,675
420	Halifax County Schools	3,125
421	Roanoke Rapids City Schools	8,800
422	Weldon City Schools	4,950
430	Harnett County Schools	49,075
440	Haywood County Schools	8,675
450	Henderson County Schools	21,775
460	Hertford County Schools	3,250
470	Hoke County Schools	9,550
480	Hyde County Schools	75
490	Iredell-Statesville Schools	20,975
491	Mooresville Graded School District	11,425
500	Jackson County Public Schools	4,975
510	Johnston County Public Schools	48,825
520	Jones County Schools	1,950
530	Lee County Schools	36,125
540	Lenoir County Public Schools	6,500
550	Lincoln County Schools	24,150
560	Macon County Schools	1,300
570	Madison County Schools	250
580	Martin County Schools	6,225
590	McDowell County Schools	4,025
600	Charlotte-Mecklenburg Schools	34,600
610	Mitchell County Schools	2,925
620	Montgomery County Schools	7,750
630	Moore County Schools	7,675
640	Nash-Rocky Mount Schools	20,100
650	New Hanover County Schools	40,475
660	Northampton County Schools	1,275
670	Onslow County Schools	49,175
680	Orange County Schools	2,775
681	Chapel Hill-Carrboro City Schools	2,600
690	Pamlico County Schools	2,500
700	Elizabeth City-Pasquotank Public Schools	5,925
710	Pender County Schools	17,425
720	Perquimans County Schools	7,625
730	Person County Schools	6,200
740	Pitt County Schools	49,350
750	Polk County Schools	4,025
760	Randolph County School System	47,850
761	Asheboro City Schools	6,500
770	Richmond County Schools	24,350
780	Public Schools of Robeson County	30,075
790	Rockingham County Schools	13,225

800	Rowan-Salisbury Schools	32,475
810	Rutherford County Schools	6,050
820	Sampson County Schools	12,300
821	Clinton City Schools	3,025
830	Scotland County Schools	5,825
840	Stanly County Schools	12,925
850	Stokes County Schools	7,625
860	Surry County Schools	10,700
861	Elkin City Schools	3,400
862	Mount Airy City Schools	1,400
870	Swain County Schools	675
880	Transylvania County Schools	9,300
890	Tyrrell County Schools	525
900	Union County Public Schools	56,450
910	Vance County Schools	4,125
920	Wake County Schools	173,125
930	Warren County Schools	1,875
940	Washington County Schools	150
950	Watauga County Schools	2,650
960	Wayne County Public Schools	33,100
970	Wilkes County Schools	12,675
980	Wilson County Schools	15,525
990	Yadkin County Schools	9075
995	Yancey County Schools	5650
00A	NC Connections Academy	
00B	NC Virtual Academy	
01B	River Mill Academy	
01C	Clover Garden	
01D	The Hawbridge School	
06B	Williams Academy	
07A	Washington Montessori	
10A	Charter Day School	
11A	Evergreen Community Charter	
11B	ArtSpace Charter	
11C	Invest Collegiate - Imagine	
11D	The Franklin School of Innovation	
11K	Francine Delany New School	
12A	The New Dimensions School	
13A	Carolina International School	
13B	Cabarrus Charter Academy	
13D	Kannapolis Charter Academy	
16B	Tiller School	
19A	Chatham Charter	
19B	Woods Charter School	
23A	Pinnacle Classical Academy	
24N	Columbus Charter School	
26B	Alpha Academy	
32A	Maureen Joy Charter	
32B	Healthy Start Academy	
32D	Kestrel Heights School	
32H	Research Triangle Charter	

32K	Central Park School for Children	
32L	Voyager Academy	500
32M	Global Scholars Academy	
32N	Research Triangle High School	
32P	The Institute for the Development of You	
32Q	Reaching All Minds Academy	
32R	Excelsior Classical Academy	
33A	North East Carolina Preparatory School	
34B	Quality Education Academy	
34D	Carter G Woodson School	
34F	Forsyth Academy	
34G	Arts Based School	
34H	NC Leadership Charter Academy	
36B	Piedmont Community Charter	
36C	Mountain Island Charter	
39A	Falls Lake Academy	
39B	Oxford Preparatory School	
41B	Greensboro Academy	
41C	Guilford Preparatory Academy	
41D	Phoenix Academy Inc	
41F	Triad Math and Science Academy	
41G	Cornerstone Charter Academy	
41H	The College Preparatory and Leadership A	
41J	Summerfield Charter Academy	
41K	Piedmont Classical High School	
42A	KIPP Halifax College Preparatory	
43C	Anderson Creek Academy	
45A	The Mountain Community School	
49B	American Renaissance School	
49E	Pine Lake Preparatory	
49F	Langtree Charter Academy	
49G	Iredell Charter Academy	
50A	Summit Charter	
51A	Neuse Charter School	
54A	Children's Village Academy	
55A	Lincoln Charter School	
58B	Bear Grass Charter School	575
60B	Sugar Creek Charter	
60D	Lake Norman Charter	
60F	Metrolina Regional Scholars Academy	
60G	Queen's Grant Community School	
60I	Community School of Davidson	
60J	Socrates Academy	
60K	Charlotte Secondary School	
60L	KIPP: Charlotte	
60M	Corvian Community School	
60N	Aristotle Preparatory Academy	
60Q	Invest Collegiate	
60S	Bradford Preparatory School	
60V	Charlotte Learning Academy	
60Y	Pioneer Springs Community School	

61J	Thunderbird Preparatory School	
61N	Queen City STEM School	
61Q	Mallard Creek STEM Academy	
61R	Matthews Charter Academy	
63B	Sandhills Theatre Arts Renaissance	
64A	Rocky Mount Preparatory	
65D	Island Montessori Charter	
66A	Gaston College Preparatory	
68A	Eno River Academy	
68C	The Expedition School	
69A	Arapahoe Charter School	100
73A	Bethel Hill Charter	
73B	Roxboro Community School	
74C	Winterville Charter Academy	
76A	Uwharrie Charter Academy	
78A	CIS Academy	
78B	Southeastern Academy	
79A	Bethany Community Middle	
81A	Thomas Jefferson Classical Academy	
81B	Lake Lure Classical Academy	
84B	Gray Stone Day School	
86T	Millennium Charter Academy	
87A	Mountain Discovery Charter School	
88A	Brevard Academy	
90A	Union Academy Charter School	
90C	Union Preparatory Academy at Indian Trail	
91A	Vance Charter School	
91B	Henderson Collegiate	
92B	The Exploris School	
92D	Magellan Charter	
92E	Sterling Montessori Academy	
92F	Franklin Academy	
92G	East Wake Academy	
92K	Raleigh Charter High School	
92L	Torchlight Academy	
92M	PreEminent Charter School	
92N	Quest Academy	
92P	Southern Wake Academy	
92Q	Hope Charter Leadership Academy	
92R	Casa Esperanza Montessori	
92S	Endeavor Charter	
92T	Triangle Math and Science Academy	
92U	Longleaf School of the Arts	
92V	Wake Forest Charter Academy	
92W	Cardinal Charter	
92Y	Envision Science Academy	
93A	Haliwa-Saponi Tribal School	
95A	Two Rivers Community School	
96C	Dillard Academy	
96F	Wayne Preparatory	
98A	Sallie B Howard School	

98B	Wilson Preparatory Academy	
	Total	1,898,850

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	Number Earned	Total Bonus
Adobe Dreamweaver	248	12,400
Adobe Illustrator	877	21,925
Adobe InDesign	722	18,050
Adobe Photoshop	1,181	29,525
Adobe Premiere	188	4,700
Advanced Customer Service and Sales Certification	14	350
ASE G1 - MLR	20	1,000
ASE MLR Student Certification	48	1,200
Autodesk Certified Revit	156	7,800
Autodesk Certified User	873	43,650
NRA Certificate of Recognition Level One	171	8,550
NRA Certificate of Recognition Level Two	43	2,150
Certified Guest Service Professional (CGSP)	16	400
Certified Welders for Welding Code AWS D.1. - 2010	53	1,325
CISCO CCENT	1	50
CompTIA A+ 901	35	1,750
CompTIA A+ 902	15	750
CompTIA IT Fundamentals	45	1,125
Cpht Certified Pharmacy Technician	3	75
Customer Service and Sales Certification	80	2,000
EMT Basic	52	2,600
ETA EM1	147	3,675
ETA EM2	17	425
ETA EM4	58	1,450
Exam #1Z0-144 Oracle Database 11g	17	850
Fundamentals Marketing Concepts	17	425
Landscape Industry Certified (CLT)	1	25
Lead Teacher Equivalency Certification	135	3,375
Microsoft Access	5,715	142,875
Microsoft Excel	7,002	175,050
Microsoft PowerPoint	22,628	565,700
Microsoft Word	21,221	530,525
NC Private Pesticide Applicator	11	275
NCCER Credential	10,981	274,525
NIMS Measurement, Materials, and Safety	38	1,900
North Carolina Nurse Aide I	1,683	42,075
PrintED Advertising and Design	3	75
PrintED Introduction to Graphic Communication	36	900

SAS Advanced Programming for SAS 9	1	25
SAS Base Programming for SAS 9	4	100
ServSafe® Food Protection Managers Certification	1,484	37,100
Veterinarian Technician	18	900
Grand Total	76,058	2,309,900

*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.

In total $1,898,850 was allotted to LEAs for bonus pay to 1,913 individual teachers. It is important to note the amounts earned and allotted significantly exceeded the amounts allotted in the 2017-18 budget.

    The average bonus received per teacher was $992.

    One hundred forty teachers qualified for bonus payments in excess of the $3,500 cap.

The CTE Credential Bonus earned increased by $651,437 from 2015-16 to 2016-17. An additional 442 Teachers earned the bonus during 2016-17. The average bonus received per teacher increased by $143 in 2016-17.