

Guidelines for National Board for Professional Teaching Standards (NBPTS)

For certification information and application, visit

[National Board for Professional Teaching Standards \(boardcertifiedteacher.org\)](http://boardcertifiedteacher.org)

NORTH CAROLINA

Eligibility for NBPTS Pay

Teachers who meet the following criteria are paid based on National Board for Professional Teaching Standards (NBPTS) certification and on the highest-license level outlined in Section D, I, C of the State Salary Manual.

The teacher holds a valid certificate from the National Board for Professional Teaching Standards (NBPTS), and

1. The teacher spends at least seventy percent (70%) of his or her work time: in classroom instruction. Most of the remaining 30% of time should be spent in areas such as mentoring teachers, doing demonstration lessons, writing curricula, developing, and leading staff development programs, OR
2. media coordinators, guidance counselors, career development coordinators, and instructional coaches at Title I schools if the employee works 70% of their time in these specific areas. Only Instructional Coaches are required to be at Title I schools to qualify for NBPTS.

NOTE: If an employee is employed in an area other than classroom instruction (e.g., library/media or school counselor) their license must be clear of any deficiencies to be eligible for the 12% pay differential. Therefore, a classroom teacher cannot be paid the NBPTS differential if they are working in media, and their media license has deficiencies (e.g., Provisional).

PLEASE NOTE: The 12% differential is calculated based on the employee's salary on the bachelor's salary schedule only.

Instructional support personnel are not eligible to be paid the National Board for Professional Teaching Standards (NBPTS) Pay Differential

NOTE: The Role of the Instructional Coach

The Instructional Coach is a peer-support role that involves direct interaction with teachers to improve instructional practice. Instructional Coaches may be district or building-based professionals.

The primary duties of an Instructional Coach are to:

- Provide job-embedded modeling and support to help colleagues implement effective instructional strategies, understand content standards or other program practices, and recognize how various components of the curriculum link together.

- Facilitate professional learning opportunities to help educators master the North Carolina Professional Teaching Standards, often by demonstrating a lesson, co-teaching, or observing and giving feedback.

Please submit the form at the following link for the salary analysts to certify NBPTS pay for instructional coaches: [Instructional Coaches Eligible for NBPTS Supplement \(nc.gov\)](#)

The LEA central office is responsible for ensuring that the teachers receiving NBPTS pay meet the above criteria. DPI may request documentation and a letter from the central office, substantiating the criteria for NBPTS pay. If DPI concludes that a teacher is not appropriately paid, the LEA will be required to refund the State for the entire amount of the exception.

2. Salary schedules

NBPTS-certified personnel serving as teachers who meet the criteria above are paid from the NBPTS-certified salary schedules.

3. Budget codes

The same budget codes are used for NBPTS-certified teachers as used for non-NBPTS teachers.

4. Pay Indicator

Individuals with salaries certified on the NBPTS salary schedule will have an 'N' in the seventh digit of the pay level.

EXAMPLE: Mary Smith is a teacher with NBPTS certification, an 'M' license, and ten years of experience. Her pay level will be assigned by DPI as M 10 N.

5. Effective Dates

For pay purposes, the effective date is July 1 of the school year that NBPTS certification is earned. NBPTS certificates will expire according to the expiration date listed on the NBPTS certificate.

EXAMPLE: Mary Smith is notified in November of 2007 that she has become NBPTS certified. She will be paid from the NBPTS salary schedule effective July 1, 2007. Her certificate will expire in November of 2017 and will need to be renewed as of this date to continue to receive payment for NBPTS in the 2017 school year after the November expiration date.

6. NBPTS Candidate Funding

Beginning in 2010-2011, assessment fees will no longer be funded by the state. Candidates may receive a loan through the State Education Assistance Authority for the NBPTS assessment fee. Eligibility for receiving a loan and the three days (3) days of paid leave is based on the candidate:

- (1) Having completed three full years of teaching in a North Carolina public school; and
- (2) Having (i) not previously received State funds for participating in any certification area in the NBPTS program, (ii) repaid any State funds previously received for the NBPTS certification process, or (iii) received a waiver of repayment from the State Board of Education.

The candidate will have three years to pay the assessment fee back to the State Education Assistance Authority. The candidate will receive up to three (3) days of paid leave (new candidates only), to be scheduled and approved by the candidate's supervisor, to participate in the NBPTS program. This leave should be coded as **leave with pay**.

It is the responsibility of the LEA to determine the funding eligibility of NBPTS candidates.

7. Substitute Code

The substitute used for the NBPTS candidate's leave should be paid under PRC 011 and coded to either object code 163, 164, or 166, consistent with how the teacher is normally coded.

8. Additional information

For further information on National Board Certification contact the North Carolina Program Coordinator for National Board at 984-236-2105 or toya.kimbrough@dpi.nc.gov or [National Board for Professional Teaching Standards \(boardcertifiedteacher.org\)](http://NationalBoardforProfessionalTeachingStandards(boardcertifiedteacher.org))