

Natnl Board Certification – Bonuses

**2017–19 Biennium Budget
Decision Package**

Agency: 350 Office of Superintendent of Public Instruction
Decision Package Code/Title: AV/Natnl Board Certification – Bonuses
Budget Period: 2017–19
Budget Level: M2

Agency Recommendation Summary Text:

Washington offers a bonus to all eligible K–12 public National Board Certified Teachers, and an additional bonus to those who serve in challenging schools. Superintendent Dorn is requesting \$6.46 million in FY18 and \$25.09 million in FY19 for all National Board bonuses, including Challenging Schools. This budget request would support the bonuses for current and anticipated NBCTs for the next biennium. As a result of this expenditure, the agency expects to retain current NB teachers in the profession, continue to increase the number of teachers who pursue this rigorous program, and maintain/increase the percentage who serve in challenging schools.

Fiscal Summary: Decision package total dollar and FTE cost/savings by year, by fund, for 4 years. Additional fiscal details are required below.

Operating Expenditures	FY 2018	FY 2019	FY 2020	FY 2021
Fund 001–01	6,461,000	25,090,000	30,555,700	36,171,000
Total Cost	6,461,000	25,090,000	30,555,700	36,171,000
Staffing	FY 2018	FY 2019	FY 2020	FY 2021
FTEs	0	0	0	0
Revenue	FY 2018	FY 2019	FY 2020	FY 2021
Fund 001–01	0	0	0	0
Object of Expenditure	FY 2018	FY 2019	FY 2020	FY 2021
Obj. A	0	0	0	0
Obj. B	0	0	0	0
Obj. C	0	0	0	0
Obj. E	0	0	0	0
Obj. G	0	0	0	0
Obj. J	0	0	0	0
Obj. N	6,461,000	25,090,000	30,555,700	36,171,000

Package Description

Background:

The legislature appropriates funds annually to make National Board Certified bonus payments. The proviso language requires the payments to be made in July of each year. Appropriations are adjusted based on actual payments to schools for bonuses to eligible teachers.

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The National Board Certification process is rigorous and time-consuming, but according to most National Board Certified Teachers (NBCTs), it is also the best professional development they experience in their careers. This program recognizes the accomplishment of teachers who attain this Certification, and incentivizes the choice of NBCTs to teach in challenging schools (and of teachers in challenging schools to seek NB certification).

Current Situation:

This statewide program is in its 17th year of implementation, has experienced significant growth, and is intentionality centered in our most challenging schools since 2007. This program, with the support of the Washington Education Association (WEA) and the Center for Strengthening the Teaching Professional (CSTP), has intentionally recruited and supported one of the largest candidate classes in NBPTS history. In 2000, Washington State boasted 71 NBCTs. Currently, we have 8,614 NBCTs statewide and nearly 3000 candidates somewhere in the certification process. Since the inception of the conditional loan program, OSPI has awarded just over 3000 conditional loans. Candidates seeking the conditional loan must apply through OSPI and participate in a regional support group led by an OSPI-trained facilitator.

Proposed Solution:

Continue to fund the base bonus and the challenging schools bonuses for all current and future NBCTs.

Contact Person:

- Carrie Dubuque, Program Coordinator, TPEP NBCT & BEST, 360-725-6119

Base Budget: No FTE is directly associated with National Board bonuses. There is a current carry-forward level for National Board bonuses of \$56.939 million per fiscal year. \$51,337,000 of the general fund—state appropriation for fiscal year 2016 and \$56,939,000 of the general fund—state appropriation for fiscal year 2017 were appropriated solely for National Board Certification bonuses to school districts for teachers who hold valid, unexpired certification from the national board for professional teaching standards and who are teaching in a Washington public school. Below is a chart indicating annual expenditures since the inception of the bonus program (note that current legislation began in 2007)

School Year	# of total NBCTs	# of NBCTs receiving bonus	# of NBCTs in challenging school	Challenging School Paid	Total Bonus Paid	Bonus Amount	Challenging Bonus Amount	# of first year NBCTs	# of first year NBCTs receiving bonus	# of first year NBCTs in challenging school	First Year NBCT Challenging School Paid	Total first year bonus paid
1999–2000	29	10	N/A	N/A	\$11,728.40	15% pay increase	N/A					
2000–2001	78	62	N/A	N/A	\$233,600.50	\$3,500	N/A					
2001–2002	124	100	N/A	N/A	\$376,775.00	\$3,500	N/A					
2002–2003	228	203	NA	N/A	\$764,853.25	\$3,500	N/A					
2003–2004	365	327	N/A	N/A	\$1,232,054.25	\$3,500	N/A					
2004–2005	610	547	N/A	N/A	\$2,060,959.25	\$3,500	N/A					
2005–2006	928	839	N/A	N/A	\$3,161,142.25	\$3,500	N/A					
2006–2007	1345	1215	N/A	N/A	\$4,577,816.25	\$3,500	N/A					

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2007–2008	1836	1666	163	\$1,693,226.87	\$9,789,045.12	\$5,000	\$5,000					
2008–2009	2760	2503	453	\$5,198,953.46	\$17,296,827.96	\$5,090	\$5,000					
2009–2010	4016	3716	883	\$9,914,792.83	\$26,323,302.19	\$5,090	\$5,000					
2010–2011	5291	4822	1323	\$14,925,544.74	\$35,191,472.82	\$5,090	\$5,000					
2011–2012	6272	5569	1667	\$17,740,567.73	\$39,264,650.32	\$5,090	\$5,000	945	920	303	\$2,098,228.29	\$4,278,194.18
2012–2013	6848	5947	1877	\$20,716,898.82	\$43,816,423.07	\$5,090	\$5,000	576	553	184	\$1,237,137.65	\$2,540,991.77
2013–2014	7333	6258	2008	\$22,562,286.19	\$47,363,097.97	\$5,090	\$5,000	516	501	185	\$1,250,992.37	\$2,396,428.41
2014–2015	8285	6879	2280	\$25,097,850.35	\$51,316,605.75	\$5,090	\$5,000	946	914	336	\$2,354,313.18	\$4,437,968.50
2015–2016	8614	6955	2340	\$27,508,598.76	\$55,739,312.29	\$5,151	\$5,000	322	322	133	\$947,950.14	\$1,660,918.76

Decision Package expenditure, FTE and revenue assumptions, calculations and details:

The National Board for Professional Teaching Standards (NBPTS) is revising the National Board certification process. During this revision process, there are no new NBCTs yearly (except retake candidates resubmitting entries) until the revision process is complete in 2017. During this three-year period, the number of National Board candidates has increased significantly (approximately 3000 somewhere in the process). Since there were no new NBCTs during the revision process we anticipate there being a spike in the number of new NBCTs in 2017–2018. The revised process also allows candidates to submit their portfolio over the course of three years (as opposed to the traditional one year) so until we have trend data we are uncertain the average number of candidates that will potentially submit all available components in any given year. The current scenario in this estimate has just under 2000 new NBCTs in late 2017 that would be bonus eligible in FY19. This accounts for a 64% certification rate, which is in line with previous certification rates in the former assessment process. We anticipate that the certification rate will actually increase given the additional time for candidates to work on their National Board process, but at this time we do not have data to validate our assumption.

Decision Package Justification and Impacts

What specific performance outcomes does the agency expect?

A study completed by the University of Washington has demonstrated that student learning is increased 4–5% in elementary classrooms, 4% in middle school reading and 15% in middle school math by having a NBCT in front of the class. Each of the Key Performance Indicators is served by accomplished teaching or school counseling.

Performance Measure detail:

We would measure success through the number of new National Board Certified Teachers added, as well as the increase of those teaching in challenged schools.

Fully describe and quantify expected impacts on state residents and specific populations served.

This program specifically positively impacts students in classrooms served by NBCTs.

Distinction between one-time and ongoing costs:

All costs are ongoing.

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What are other important connections or impacts related to this proposal?

Impact(s) To:		Identify / Explanation
Regional/County impacts?	No	Identify:
Other local gov't impacts?	No	Identify:
Tribal gov't impacts?	No	Identify:
Other state agency impacts?	No	Identify:
Responds to specific task force, report, mandate or exec order?	No	Identify:
Does request contain a compensation change?	No	Identify:
Does request require a change to a collective bargaining agreement?	No	Identify:
Facility/workplace needs or impacts?	No	Identify:
Capital Budget Impacts?	No	Identify:
Is change required to existing statutes, rules or contracts?	No	Identify:
Is the request related to or a result of litigation?	No	Identify lawsuit (please consult with Attorney General's Office):
Is the request related to Puget Sound recovery?	No	If yes, see budget instructions Section 14.4 for additional instructions
Identify other important connections		

Please provide a detailed discussion of connections/impacts identified above.

N/A

What alternatives were explored by the agency and why was this option chosen?

There is no alternative being explored by the agency.

What are the consequences of not funding this request?

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If this program is not funded, the state risks losing some of its most skillful teachers, and in particular may see a decline in the number who teach in challenging schools.

How has or can the agency address the issue or need in its current appropriation level?


The current level would fund the bonus for existing NBCTs but would not encourage more teachers to pursue National Board certification or the move to challenging schools.

Other supporting materials:

Activity Inventory:

Activity Inventory Item	Prog	Staffing			Operating Expenditures		
		FY 2018	FY 2019	Avg	FY 2018	FY 2019	Total
A018	055				\$6,461,000	\$25,090,000	\$31,551,000
Total Activities					\$6,461,000	\$25,090,000	\$31,551,000

Information technology: Does this Decision Package include funding for any IT-related costs, including hardware, software, services (including cloud-based services), contracts or IT staff?

- No 
- Yes Continue to IT Addendum below and follow the directions on the bottom of the addendum to meet requirements for OCIO review.)