



## National Board Certification Bonus Timeline and Candidate/NBCT Counts Policy Impacts Program

The timeline below tracks the changes in the NBCT bonus since 1999. The legislation around the NBCT bonus has changed all three years since HB 2262 passed in 2007. Even with the shifts in policy every year since 2007, the number of candidates and NBCTs has grown. The percentage of candidates in challenging schools has doubled since 2007.

### 1999-2000

Governor Locke proposes a 15% pay increase for National Board Certified Teachers (NBCTs)

Total NBCTs - Cumulative	Candidate Count (Includes retakes)	NBCTs in Challenging School	Candidates in Challenging Schools
29	55 (57)	NA	NA

### 2000-2001

Legislature passes the \$3,500 bonus for NBCTs

- Washington Initiative for National Board Certification begins at OSPI.
- WEA and OSPI begin state-wide support for National Board candidates.

73	47 (57)	NA	NA
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### 2001-2006

Bonus is stable at \$3,500, but is not in statute and must be line itemed every biennium.

- Targeted High Needs Initiative (THNI) begins in Seattle Public Schools led by WEA.

2001	117	154 (167)	NA	NA
2002	216	192 (240)	14.7%	15.3%
2003	347	359 (459)	9.1%	13.6%
2004	585	424 (614)	14.8%	15.8%
2005	900	463 (684)	15.9%	13.7%
2006	1308	507 (711)	13.9%	14.9%

### 2007-2008

Legislature passes and Governor Gregoire signs HB 2262.

- \$5,000 NBCT (This "base" bonus increases by inflation).
- \$5,000 NBCT teaching in a "challenging school" (HB 2262 defined a challenging school as 70% or more Free and Reduced Lunch Percentage (FRLP) and the bonus was not pensionable)

1806	1,235 (1413)	14.8%	16.3%
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### 2008-2009

Legislative changes to HB 2262:

- "Challenging school" definition is changed to: 50% High School; 60% Middle School; 70% Elementary School
- NBCT Bonus was made pensionable

2726	1,655 (2075)	23%	29%
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### 2009-2010

National Board Conditional Loan Funding

- The cost of living adjustment is suspended until the next biennium.

3939	1,345 (2008)	23.7%	27.3%
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### 2010-2014

- Bonuses are adjusted to be paid out in July of each fiscal year
- First year NBCT's will receive 60% of the bonus for the first year only

2010	5,214	968 (1567)	25.26%	34.0%
2011	6,242	465 (942)	26.7%	29.9%
2012	6,817	606 (843)	27.5%	36.7%
2013	7,336	1,607 (1747)	27.3%	30.2%
2014	8,285	1,183	28.07%	

### 2015-2016

- Cost of living adjustment reinstated and increases base bonus to \$5,151

8,614		27.2%	
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