Report to the North Carolina General Assembly

NCGA Report: Consolidated Teacher Bonus Program Study and Report

House Bill 259, 7A.3.(j)

Date Due: March 15, 2024

Submitted by the State Board of Education

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION: Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION: The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

NC DEPARTMENT OF PUBLIC INSTRUCTION
Catherine Truitt, State Superintendent :: 301 N. Wilmington Street :: Raleigh, North Carolina 27601-2825

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REPORT

House Bill 259 legislated a major study of all bonus programs in the agency, Advanced Courses, Career and Technical Education, and Growth-Based.

This new report, NCGA Report: Consolidated Teacher Bonus Program Study and Report, requires several components that must go through a statistical analysis based on the January 2023 and January 2024 bonuses awarded.

Since January 2024 bonuses were just recently awarded, a statistical analysis has not yet been completed. This study and report will be presented to the State Board of Education as soon as the analyses are completed.

REPORTING REQUIREMENTS

The report shall include, at a minimum, the following information:

(1) <u>Number of students enrolled and taking examinations</u> in each of the following categories of courses:
    a. Advanced Placement.
    b. International Baccalaureate Diploma Programme.
    c. Cambridge AICE program.
    d. Courses needed for the attainment of an industry certification or credential.

(2) Number of students receiving outcomes on examinations resulting in the award of a bonus for a teacher in each category of courses identified in sub-subdivision a. of subdivision (1) of this subsection.

(3) Number of teachers receiving a bonus in each category of courses identified in sub-subdivision a. of subdivision (1) of this subsection.

(4) The amounts awarded to teachers for each category of courses identified in sub-subdivision a. of subdivision (1) of this subsection.

(5) The type of industry certifications and credentials earned by the students, the value ranking for each certification and credential, the number of bonuses earned for each certification or credential, and the total bonus amount awarded for each certification or credential.

(6) Average bonus amount awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision a.1., b.1., or c.1. of subdivision (3) of subsection (b) of this section.

(7) The percentage of teachers who received a bonus pursuant to this section and were eligible to receive a bonus for teaching in the same grade level or course in January 2022 or January 2023, or both, where applicable, pursuant to one of the following programs:
    a. The Advanced Course and CTE Bonus Program provided in Section 7A.4 of S.L. 2021-180.
    b. The Growth-Based Teacher Bonus Program is provided in Section 7A.2 of S.L. of 2022-74.

(8) The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level or course in either January 2022 or January 2023 pursuant to one of the programs listed in subdivision (7) of this subsection.

(9) The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level or course in January 2022 or January 2023, or both, where applicable, pursuant to one of the programs listed subdivision (7) of this subsection.

(10) The statistical relationship between a teacher receiving a bonus in January 2024 or 2025 pursuant to this section and receiving a bonus pursuant to a predecessor bonus program. For purposes of this subdivision, the following are predecessor programs:
    a. Bonuses awarded pursuant to Section 7A.4(c) of S.L. 2021-180 are predecessors to bonuses awarded pursuant to subsection (c) of this section.
    b. Bonuses awarded pursuant to Section 7A.4(d) of S.L. 2021-180 are predecessors to bonuses awarded pursuant to subsection (d) of this section.
    c. Bonuses awarded pursuant to subdivision (1) of subsection (c) and subdivision (1) of subsection (d) of Section 7A.2 of S.L. 2022-74 are predecessors to bonuses awarded pursuant to subdivision (1) of subsection (f) and subdivision (1) of subsection (g) of this section.
    d. Bonuses awarded pursuant to subdivision (2) of subsection (c) and subdivision (2) of subsection (d) of Section 7A.2 of S.L. 2022-74 are predecessors to bonuses awarded pursuant to subdivision (2) of subsection (f) and subdivision (2) of subsection (g) of this section.
    e. Bonuses awarded pursuant to subdivision (c)(3) and subdivision (d)(3) of Section 7A.2 of S.L. 2022-74 are predecessors to bonuses awarded pursuant to subdivision (3) of subsection (f) and subdivision (3) of subsection (g) of this section.

(11) The distribution of statewide and local growth bonuses awarded pursuant to this section as among qualifying public school units and, where applicable, schools within those units.

INITIAL DATA REGARDING CTE CREDENTIALS AND BONUSES ARE BELOW:

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 alignment process is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations. The CTE Credential Tier Designation is re-evaluated annually. Tables 1, 2, and 3 detail the 2021-2022 assignment of each credential type to a Tier based on the methodology used by DPI and LEAD.

Table 1: 2022-2023 Tier 1 Credentials

2022-2023 Tier 1 Credentials Teacher Credential Payment=$0.00		
Agricultural Education		
Course Number	**Course Title**	**Credential Name**
AA21	Animal Science I	NC Beef Quality Assurance
		Youth for the Quality Care of Animals (YQCA) Certification
AA22	Animal Science II - Food Animal	National Beef Quality Assurance Cow/Calf Certification
		National Beef Quality Assurance Feedyard Certification
		NC Beef Quality Assurance
		Youth for the Quality Care of Animals (YQCA) Certification
AN51	Natural Resources I	NC Hunter Safety Course
AN52	Natural Resources II	NC Hunter Safety Course
AS31	Agricultural Mechanics I	National SafeTractor and Machinery Operation Certification
		OSHA 10-Hour General Industry (Agriculture) Certification
AS32	Agricultural Mechanics II	National SafeTractor and Machinery Operation Certification
		OSHA 10-Hour General Industry (Agriculture) Certification
AU10	Agriscience Applications	National SafeTractor and Machinery Operation Certification
		NC Hunter Safety Course
AU11	Agricultural Production I	Youth for the Quality Care of Animals (YQCA) Certification
		National SafeTractor and Machinery Operation Certification
		NC Beef Quality Assurance
AU12	Agricultural Production II	Youth for the Quality Care of Animals (YQCA) Certification
		NC Beef Quality Assurance
AU22	Sustainable Agriculture Production II	Certified Level Beekeeper
Business, Finance, and Marketing Education		
Course Number	**Course Title**	**Credential Name**
CS12	Project Management II	PMI Project Management Ready Certification
ME11	Entrepreneurship I	Venture Entrepreneurial Expedition
ME12	Entrepreneurship II	Entrepreneurship and Small Business Certification Exam
		Venture Entrepreneurial Expedition

Career Development Education		
Course Number	**Course Title**	**Credential Name**
CC45	Career Management	Conover Credential Workplace Readiness
		Express Employment Prof Career Preparedness Cert
		Microburst Soft Skills for Success
Computer Science and Information Technology Education		
Course Number	**Course Title**	**Credential Name**
BM10	Microsoft Word and PowerPoint	Microsoft Office Specialist 2019 or above PowerPoint
		Microsoft Office Specialist 2019 or above Word
BM20	Microsoft Excel	Microsoft Office Specialist 2019 or above Excel Core
Family and Consumer Sciences Education		
Course Number	**Course Title**	**Credential Name**
FA32	Apparel and Textile Production II	Pre-PAC in Fashion, Textiles, and Apparel
FC14	Counseling and Mental Health II	Pre-PAC in Family and Community Services
FE11	Early Childhood Education I	CPR/AED
		First Aid
FE12	Early Childhood Education II	CPR/AED
		First Aid
FE21	Teaching as a Profession I	Basic School Age Care (BSAC)
FH13	Culinary Arts and Hospitality III	Pre-PAC in Culinary Arts
FI22	Interior Design Studio	Pre-PAC in Interior Design Fundamentals
FN41	Food and Nutrition I	ANSI-Accredited Food Handler Certificate
FN42	Food and Nutrition II	Pre-PAC in Nutrition, Food, and Wellness
FN43	Food Science and Technology	Pre-PAC in Food Science Fundamentals
General Education		
Course Number	**Course Title**	**Credential Name**
CN97	NAFTrack Certification	NAFTrack
Health Science Education		
Course Number	**Course Title**	**Credential Name**
HB12	Biomedical Technology II	OSHA 10-Hour Industry Certification (Healthcare)
HL21	Biomedical Innovations	OSHA 10-Hour Industry Certification (Healthcare)
HP70	PLTW Principles of Biomedical Sciences	Stop the Bleed
HP71	PLTW Human Body Systems	CPR/AED
		First Aid
HU40	Health Science I	First Aid
HU42	Health Science II	OSHA 10-Hour Industry Certification (Healthcare)
		Stop the Bleed
		Basic Life Support
Trade, Technology, Engineering, and Industrial Education		
Course Number	**Course Title**	**Credential Name**
IC00	Construction Core	OSHA 10-Hour Construction Industry Certification
ID10	Drone Technology Fundamentals	FAA Trust
ID11	Drone Technology I	NCDOT NC UAS Operator Permit
ID12	Drone Technology II	Esri Drone2Map

IL53	Marine Occupations I	North Carolina Boater Education Certificate
IM11	Advanced Manufacturing I	OSHA 10-Hour General Industry (Manufacturing) Certification
IM21	Woodworking I	OSHA 10-Hour Construction Industry Certification
IM22	Woodworking II	OSHA 10-Hour Construction Industry Certification
IM61	Welding Technology I	OSHA 10-Hour Construction Industry Certification
		S/P2 - Welding Safety and Pollution Prevention
IP11	Public Safety I	Law and Public Safety Introductory Competency
IP12	Public Safety II	Community Emergency Response Team (CERT)
IP21	Emergency Medical Technology I	Basic Life Support
		Stop the Bleed
IP31	Firefighter Technology I	NCOSFM - Firefighter Technology I
IP32	Firefighter Technology II	NCOSFM - Firefighter Technology II
IP33	Firefighter Technology III	NCOSFM - Firefighter Technology III
IT11	Automotive Service Fundamentals	S/P2 Automotive Service Pollution Prevention
		S/P2 Automotive Service Safety
IT30	Collision Repair Fundamentals	S/P2 Collision Repair and Refinish - Pollution Prevention
	Collision Repair Fundamentals	S/P2 Collision Repair and Refinish Safety
TE21	Principles of Technology I	OSHA 10-Hour Industry Certification
TE22	Principles of Technology II	OSHA 10-Hour Industry Certification

Table 2: 2022-2023 Tier 2 Credentials

2022-2023 Tier 2 Credentials Teacher Credential Payment=$25.00		
Agricultural Education		
Course Number	**Course Title**	**Credential Name**
AA23	Animal Science II-Companion Animal	Canine Care and Training Program (CCTP)
AS33	Agricultural Mechanics II Small Engines	North Carolina Competency Certification
Business, Finance, and Marketing Education		
Course Number	**Course Title**	**Credential Name**
BA10	Accounting I	Intuit Quickbooks Certified User
BA20	Accounting II	Intuit Quickbooks Certified User
MA52	Marketing Applications	Customer Service and Sales Certification
		Fundamental Marketing Concepts
MH42	Hospitality and Tourism	Certified Guest Service Professional (CGSP)
Computer Science and Information Technology Education		
Course Number	**Course Title**	**Credential Name**
BN32	Network Security II	CompTIA Security+
BP16	Python Programming II	PCAP Python Certified Associate
IA11	Introduction to Graphic Communications	PrintED Introduction to Graphic Communication
IA13	Print Advertising and Design	PrintED Advertising and Design
IA32	Digital Media II	Adobe Certified Professional 2020 or above Illustrator
		Adobe Certified Professional 2020 or above InDesign

Course Number	Course Title	Credential Name
		Adobe Certified Professional 2020 or above Photoshop
II12	Cisco Network Engineering Technology II	Cisco Certified Technician (CCT) Routing and Switching
II41	Adobe Visual Design I	Adobe Certified Professional 2020 or above Illustrator
		Adobe Certified Professional 2020 or above Photoshop
II42	Adobe Visual Design II	Adobe Certified Professional 2020 or above InDesign

Family and Consumer Sciences Education

Course Number	Course Title	Credential Name
FH10	Culinary Arts and Hospitality I	ANSI-Accredited Food Protection Manager Certification
FH11	Culinary Arts and Hospitality II App	ANSI-Accredited Food Protection Manager Certification
FH12	Culinary Arts and Hospitality II Int	ANSI-Accredited Food Protection Manager Certification
FN42	Food and Nutrition II	ANSI-Accredited Food Protection Manager Certification
FN43	Food Science and Technology	Food Safety and Science Certification

Health Science Education

Course Number	Course Title	Credential Name
HN43	Nursing Fundamentals and Practicum	North Carolina Nurse Aide I
HN44	Fundamentals of Gerontology	Nurse Aide I - Geriatric Aide Endorsement
HN45	Public Health Fundamentals	Nurse Aide I - Home Care Aide Endorsement

Trade, Technology, Engineering, and Industrial Education

Course Number	Course Title	Credential Name
IC00	Construction Core	NC NCCER - Construction Core
IC11	Masonry I	NC NCCER - Masonry I
IC12	Masonry II	NC NCCER - Masonry II
IC21	Carpentry I	NC NCCER - Carpentry I
IC22	Carpentry II	NC NCCER - Carpentry II
IC41	Electrical Trades I	NC NCCER - Electrical Trades I
IC42	Electrical Trades II	NC NCCER - Electrical Trades II
IC61	Drafting I	Autodesk Certified User AutoCAD
IC71	Solar Photovoltaics I	NC NCCER - Solar Photovoltaics I
ID11	Drone Technology I	CFR 14 Part 107 UAS Remote Pilot Certification
ID12	Drone Technology II	NFPA 2400
IK68	Industrial Trade and Tech Apps	Certified Manufacturing Associate (CMfgA)
IL54	Marine Occupations II	NC NCCER Maritime Pipefitting Level 1
IL55	HVAC/R I	NC NCCER - HVAC/R I
IL56	HVAC/R II	NC NCCER - HVAC/R II
IL58	Plumbing I	NC NCCER - Plumbing I
IL59	Plumbing II	NC NCCER - Plumbing II
IL73	Marine Occupations III	NC NCCER Maritime Structural Fitting
IM11	Advanced Manufacturing I	CPT - Safety
		CPT- Maintenance Awareness
IM12	Advanced Manufacturing II	CPT - Manufacturing Processes and Production
		CPT - Quality Practices and Measurement
IM22	Woodworking II	Woodwork Career Alliance (WCA) Sawblade Certificate
IM31	Electronics I	ETA EM1
IM32	Electronics II	ETA EM4
IM33	Electronics III	ETA EM2

IM34	Electronics IV	ETA EM3
IM41	Metals Manufacturing Technology I	NIMS Measurement, Materials, and Safety
IM42	Metals Manufacturing Technology II	NIMS Job Planning, Benchwork, and Layout
IM43	Metals Manufacturing Technology III	NIMS Milling I
IM61	Welding Technology I	AWS SENSE Entry Welder Prog - Thermal Cutting Process
IM63	Welding Technology III	AWS SENSE Entry Welder Program - FCAW
IM63	Welding Technology III	AWS SENSE Entry Welder Program - GMAW
IP11	Public Safety I	National Incident Management System
IP12	Public Safety II	NECI 911 Basic Communications
IP21	Emergency Medical Technology I	National Incident Management System
IP42	Law and Justice II	Certified Protection Officer (CPO)
IP51	Emergency Management I	NC Emergency Management I Certification
IP52	Emergency Management II	NC Emergency Management II Certification
IT17	Automotive Service II	ASE Entry-Level Certification - Maintenance and Light Repair
IT17	Automotive Service II	ASE Entry-Level Certification-Brakes
IT18	Automotive Service III	ASE Entry-Level Certification - Electrical/Electronic Systems
IT33	Collision Repair II - Refinishing	ASE Entry-Level Certification - Painting and Refinishing
IV22	Drafting II - Engineering	Autodesk Certified User Inventor
IV22	Drafting II - Engineering	Certified SolidWorks Associate (CSWA)

Table 3: 2022-2023 Tier 3 Credentials

2022-2023 Tier 3 Credentials Teacher Credential Payment=$50.00		
Agricultural Education		
Course Number	**Course Title**	**Credential Name**
AA32	Equine Science II	Equine Management and Evaluation Certification
AA41	Veterinary Assisting	Certified Veterinary Assistant
AA41	Veterinary Assisting	Elanco Veterinary Medical Applications Certification
AP43	Horticulture II Turf Grass Management	NC Private Pesticide Applicator
AS31	Agricultural Mechanics I	Certified Welders per Welding Code AWS D1.1
AS32	Agricultural Mechanics II	Certified Welders per Welding Code AWS D1.1
AU10	Agriscience Applications	Certified Welders per Welding Code AWS D1.1
AU11	Agricultural Production I	Certified Welders per Welding Code AWS D1.1
AU12	Agricultural Production II	NC Private Pesticide Applicator
Computer Science and Information Technology Education		
Course Number	**Course Title**	**Credential Name**
BI12	CompTIA IT Fundamentals	CompTIA IT Fundamentals Plus
BL52	Develop in Swift Explorations	App Development with Swift Associate
BL53	Develop in Swift Fundamentals	App Development with Swift Certified User
BM20	Microsoft Excel	Microsoft Office Specialist 2019 or above Excel Expert

BM40	Database Essentials	Microsoft Office Specialist 2019 or above Access
BN22	Network Administration II	CompTIA Network+ N10-008
BP20	SAS Base Programming	SAS Certified Specialist Progrmg Funds - SAS 9.4
IA32	Digital Media II	Adobe Certified Professional 2020 or above Dreamweaver
		Adobe Certified Professional 2020 or above Premiere Pro
II21	Computer Engineering Technology I	CompTIA A+ 220-1101
		CompTIA IT Fundamentals Plus
II22	Computer Engineering Technology II	CompTIA A+ 220-1102
II43	Adobe Digital Design I	Adobe Certified Professional 2020 or above Dreamweaver
II45	Adobe Video Design I	Adobe Certified Professional 2020 or above Premiere Pro
TL51	3D Modeling II	Autodesk Certified User 3DS Max
TS25	Digital Design and Animation II	Autodesk Certified User 3DS Max
		Autodesk Certified User Maya

Family and Consumer Sciences Education		
Course Number	Course Title	Credential Name
FE11	Early Childhood Education I	NC Early Childhood Credential (NCECC) Equivalency
FE12	Early Childhood Education II	NC Early Childhood Credential (NCECC) Equivalency
FH13	Culinary Arts and Hospitality III	Certified Fundamentals Cook (CFC)
		ProStart National Certificate of Achievement (COA)
FI23	Interior Design Technology	Autodesk Certified User Revit

Health Science Education		
Course Number	Course Title	Credential Name
HH32	Pharmacy Technician	CPhT Certified Pharmacy Technician

Trade, Technology, Engineering, and Industrial Education		
Course Number	Course Title	Credential Name
IC13	Masonry III	NC NCCER - Masonry III
IC23	Carpentry III	NC NCCER - Carpentry III
IC43	Electrical Trades III	NC NCCER - Electrical Trades III
IC62	Drafting II - Architectural	Autodesk Certified User Revit
IC63	Drafting III - Architectural	Autodesk Certified Professional Revit
IC72	Solar Photovoltaics II	NC NCCER - Solar Photovoltaics II
IK66	Film, Television, and Video Production I	Adobe Certified Professional 2020 or above Premiere Pro
IK67	Film TV and Video Prod II News Prod	Adobe Certified Professional 2020 or above Premiere Pro
IL57	HVAC/R III	NC NCCER - HVAC/R III
IL60	Plumbing III	NC NCCER - Plumbing III
IM14	Manufacturing Robotics	FCR-01 FANUC Certified Robot - Operator 1
IM62	Welding Technology II	AWS SENSE Entry Welder Program - SMAW
		Certified Welder per Welding Code AWS D1.1 (SMAW)
IM63	Welding Technology III	Certified Welder per Welding Code AWS D1.1 (FCAW)
		Certified Welder per Welding Code AWS D1.1 (GMAW)
IM74	SREB AC Proj in Automated Materials Join	NI Certified LabVIEW Associate Developer (CLAD)

IP21	Emergency Medical Technology I	Emergency Medical Responder (EMR)
IP22	Emergency Medical Technology II	Emergency Medical Technician - EMT
IP41	Law and Justice I	National Law Enforcement Certification SPSS
IT18	Automotive Service III	ASE - Auto Maintenance and Light Repair (Test G1)
IT32	Collision Repair II - Non-Structural	I-CAR Platinum ProLevel 1 for Non-Structural
IT33	Collision Repair II - Refinishing	I-CAR Platinum ProLevel 1 for Refinishing
IV23	Drafting III - Engineering	Autodesk Certified Professional Inventor
IV23	Drafting III - Engineering	Certified SolidWorks Professional (CSWP)
TR14	SREB AC Design for the Prod of Adv Prod	NI Certified LabVIEW Associate Developer (CLAD)
TR18	SREB AC IST Creativity and Innovations	NI Certified LabVIEW Associate Developer (CLAD)
TV14	SREB AC Clean Energy Innovations	NI Certified LabVIEW Associate Developer (CLAD)
TV24	SREB AC Adv Science and Eng Systems	NI Certified LabVIEW Associate Developer (CLAD)

Table 4: 2022-2023 CTE Credential Bonus Allotment by PSU

PSU Name and Number	Total Allotment*
Alamance-Burlington Schools - 010	$22,650.00
Alexander County Schools - 020	$10,025.00
Alleghany County Schools - 030	$6,000.00
Anson County Schools - 040	$1,825.00
Apprentice Academy High School - 90F	$100.00
Ashe County Schools - 050	$4,800.00
Asheboro City Schools - 761	$5,150.00
Asheville City Schools - 111	$2,725.00
Avery County Schools - 060	$1,100.00
Bear Grass Charter School - 58B	$350.00
Beaufort County Schools - 070	$6,950.00
Bertie County Schools - 080	$75.00
Bladen County Schools - 090	$3,075.00
Brunswick County Schools - 100	$7,100.00
Buncombe County Schools - 110	$4,775.00
Burke County Schools - 120	$16,975.00
Cabarrus County Schools - 130	$32,100.00
Caldwell County Schools - 140	$21,775.00
Camden County Schools - 150	$2,300.00
Carteret County Public Schools - 160	$7,500.00
Caswell County Schools - 170	$900.00
Catawba County Schools - 180	$20,450.00
Chapel Hill-Carrboro City Schools - 681	$9,950.00
Charlotte-Mecklenburg Schools - 600	$73,700.00
Chatham County Schools - 190	$11,600.00

Cherokee County Schools - 200	$4,275.00
Clay County Schools - 220	$1,850.00
Cleveland County Schools - 230	$11,975.00
Clinton City Schools - 821	$1,725.00
Columbus County Schools - 240	$4,300.00
Craven County Schools - 250	$7,750.00
Cumberland County Schools - 260	$91,500.00
Currituck County Schools - 270	$1,200.00
Dare County Schools - 280	$12,350.00
Davidson County Schools - 290	$39,100.00
Davie County Schools - 300	$13,250.00
Duplin County Schools - 310	$13,925.00
Durham Public Schools - 320	$10,200.00
East Wake Academy - 92G	$1,850.00
Edenton-Chowan Schools - 210	$2,875.00
Edgecombe County Public Schools - 330	$1,275.00
Elizabeth City-Pasquotank Public Schools - 700	$2,525.00
Elkin City Schools - 861	$1,275.00
Franklin County Schools - 350	$11,350.00
Gaston County Schools - 360	$66,350.00
Gates County Schools - 370	$450.00
Graham County Schools - 380	$1,600.00
Granville County Schools - 390	$2,550.00
Greene County Schools - 400	$3,450.00
Guilford County Schools - 410	$38,275.00
Halifax County Schools - 420	$25.00
Harnett County Schools - 430	$31,175.00
Haywood County Schools - 440	$6,025.00
Henderson County Schools - 450	$16,975.00
Hertford County Schools - 460	$1,600.00
Hickory City Schools - 181	$2,750.00
Hoke County Schools - 470	$6,200.00
Hyde County Schools - 480	$825.00
Iredell-Statesville Schools - 490	$17,975.00
Jackson County Public Schools - 500	$2,400.00
Johnston County Public Schools - 510	$18,400.00
Jones County Schools - 520	$1,025.00
Kannapolis City Schools - 132	$3,050.00
Lee County Schools - 530	$8,575.00
Lenoir County Public Schools - 540	$1,625.00
Lexington City Schools - 291	$925.00
Lincoln County Schools - 550	$14,675.00
Macon County Schools - 560	$1,750.00
Madison County Schools - 570	$2,825.00
Martin County Schools - 580	$1,775.00

McDowell County Schools - 590	$11,650.00
Mitchell County Schools - 610	$5,150.00
Montgomery County Schools - 620	$475.00
Moore County Schools - 630	$22,125.00
Mooresville Graded School District - 491	$9,375.00
Mount Airy City Schools - 862	$4,675.00
Nash County Public Schools - 640	$12,825.00
New Hanover County Schools - 650	$18,350.00
Newton Conover City Schools - 182	$6,650.00
North East Carolina Prep - 33A	$100.00
Onslow County Schools - 670	$16,550.00
Orange County Schools - 680	$7,200.00
Pamlico County Schools - 690	$1,375.00
Pender County Schools - 710	$20,875.00
Person County Schools - 730	$5,900.00
Pitt County Schools - 740	$23,175.00
Polk County Schools - 750	$4,350.00
Public Schools of Robeson County - 780	$3,475.00
Randolph County School System - 760	$26,675.00
Richmond County Schools - 770	$4,300.00
Roanoke Rapids City Schools - 421	$5,550.00
Rockingham County Schools - 790	$11,000.00
Rowan-Salisbury Schools - 800	$17,450.00
Rutherford County Schools - 810	$7,275.00
Sampson County Schools - 820	$5,250.00
Scotland County Schools - 830	$4,175.00
Stanly County Schools - 840	$13,075.00
Stokes County Schools - 850	$7,175.00
Surry County Schools - 860	$11,950.00
Swain County Schools - 870	$3,275.00
Thomasville City Schools - 292	$2,600.00
Transylvania County Schools - 880	$9,625.00
Tyrrell County Schools - 890	$2,400.00
Union County Public Schools - 900	$64,125.00
Vance County Schools - 910	$750.00
Wake County Schools - 920	$225,725.00
Warren County Schools - 930	$25.00
Washington County Schools - 940	$1,350.00
Watauga County Schools - 950	$5,425.00
Wayne County Public Schools - 960	$16,650.00
Weldon City Schools - 422	$200.00
Whiteville City Schools - 241	$1,650.00
Wilkes County Schools - 970	$13,325.00
Wilson County Schools - 980	$8,975.00
Winston Salem / Forsyth County Schools - 340	$32,625.00

Yadkin County Schools - 990			$5,450.00
Yancey County Schools - 995			$4,350.00
TOTAL			**$1,448,425.00**

*Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap. PSUs omitted from this table did not offer courses with credentials aligned to bonus funds.

Table 5: 2022-2023 CTE Credential Bonus Allotment by Credential

NC SBE Approved Credential Name	Number Earned	Credential Tier Payment	Total Bonus*
Adobe Certified Professional 2020 or above Dreamweaver	305	$50.00	$15,250.00
Adobe Certified Professional 2020 or above Illustrator	6,348	$25.00	$158,700.00
Adobe Certified Professional 2020 or above InDesign	1,014	$25.00	$25,350.00
Adobe Certified Professional 2020 or above Photoshop	7,539	$25.00	$188,475.00
Adobe Certified Professional 2020 or above Premiere Pro	1,866	$50.00	$93,300.00
ANSI-Accredited Food Protection Manager Certification	3,142	$25.00	$78,550.00
App Development with Swift Associate	34	$50.00	$1,700.00
ASE - Auto Maintenance and Light Repair (Test G1)	37	$50.00	$1,850.00
ASE Entry-Level Certification - Electrical/Electronic Systems	70	$25.00	$1,750.00
ASE Entry-Level Certification - Maintenance and Light Repair	374	$25.00	$9,350.00
ASE Entry-Level Certification-Brakes	284	$25.00	$7,100.00
Autodesk Certified User 3DS Max	299	$50.00	$14,950.00
Autodesk Certified User AutoCAD	3,007	$25.00	$75,175.00
Autodesk Certified User Inventor	468	$25.00	$11,700.00
Autodesk Certified User Revit	991	$50.00	$49,550.00
AWS SENSE Entry Welder Program - Flux Cored Arc Welding (FCAW)	8	$25.00	$200.00
AWS SENSE Entry Welder Program - Gas Metal Arc Welding (GMAW)	8	$25.00	$200.00
AWS SENSE Entry Welder Program - Shielded Metal Arc Welding (SMAW)	21	$50.00	$1,050.00
AWS SENSE Entry Welder Program - Thermal Cutting Process	81	$25.00	$2,025.00
Canine Care and Training Program (CCTP)	167	$25.00	$4,175.00
Certified Fundamentals Cook (CFC)	17	$50.00	$850.00
Certified Guest Service Professional (CGSP)	615	$25.00	$15,375.00
Certified Manufacturing Associate (CMfgA)	11	$25.00	$275.00
Certified Production Technician (CPT) - Manufacturing Processes and Production	53	$25.00	$1,325.00
Certified Production Technician (CPT) - Quality Practices and Measurement	74	$25.00	$1,850.00
Certified Production Technician (CPT) - Safety	319	$25.00	$7,975.00
Certified Production Technician (CPT)- Maintenance Awareness	178	$25.00	$4,450.00
Certified Protection Officer (CPO)	322	$25.00	$8,050.00
Certified SolidWorks Associate (CSWA)	21	$25.00	$525.00
Certified Veterinary Assistant	45	$50.00	$2,250.00

Certification	Count	Fee	Total
Certified Welder per Welding Code AWS D1.1 (FCAW)	4	$50.00	$200.00
Certified Welder per Welding Code AWS D1.1 (GMAW)	4	$50.00	$200.00
Certified Welder per Welding Code AWS D1.1 (SMAW)	45	$50.00	$2,250.00
Certified Welders per Welding Code AWS D1.1	164	$50.00	$8,200.00
CFR 14 Part 107 UAS Remote Pilot Certification	340	$25.00	$8,500.00
Cisco Certified Technician (CCT) Routing and Switching	4	$25.00	$100.00
CompTIA A+ 220-1101	66	$50.00	$3,300.00
CompTIA A+ 220-1102	21	$50.00	$1,050.00
CompTIA IT Fundamentals+	401	$50.00	$20,050.00
CompTIA Network+ N10-008	2	$50.00	$100.00
CompTIA Security+	2	$25.00	$50.00
CPhT Certified Pharmacy Technician	93	$50.00	$4,650.00
Customer Service and Sales Certification	273	$25.00	$6,825.00
Elanco Veterinary Medical Applications Certification	266	$50.00	$13,300.00
Emergency Medical Responder (EMR)	61	$50.00	$3,050.00
Emergency Medical Technician - EMT	43	$50.00	$2,150.00
Equine Management and Evaluation Certification	16	$50.00	$800.00
ETA EM1	97	$25.00	$2,425.00
ETA EM2	15	$25.00	$375.00
ETA EM4	51	$25.00	$1,275.00
Food Safety and Science Certification	28	$25.00	$700.00
Fundamental Marketing Concepts	130	$25.00	$3,250.00
I-CAR Platinum ProLevel 1 for Non-Structural	39	$50.00	$1,950.00
I-CAR Platinum ProLevel 1 for Refinishing	39	$50.00	$1,950.00
Intuit Quickbooks Certified User	219	$25.00	$5,475.00
Microsoft Office Specialist 2019 or above Access	2	$50.00	$100.00
Microsoft Office Specialist 2019 or above Excel Expert	2,803	$50.00	$140,150.00
National Incident Management System	3,136	$25.00	$78,400.00
National Law Enforcement Certification SPSS	1,026	$50.00	$51,300.00
NC Emergency Management I Certification	97	$25.00	$2,425.00
NC NCCER - Carpentry I	2,126	$25.00	$53,150.00
NC NCCER - Carpentry II	840	$25.00	$21,000.00
NC NCCER - Carpentry III	123	$50.00	$6,150.00
NC NCCER - Construction Core	6,304	$25.00	$157,600.00
NC NCCER - Electrical Trades I	400	$25.00	$10,000.00
NC NCCER - Electrical Trades II	153	$25.00	$3,825.00
NC NCCER - Electrical Trades III	9	$50.00	$450.00
NC NCCER - HVAC/R I	44	$25.00	$1,100.00
NC NCCER - HVAC/R II	4	$25.00	$100.00
NC NCCER - Masonry I	788	$25.00	$19,700.00
NC NCCER - Masonry II	377	$25.00	$9,425.00
NC NCCER - Masonry III	108	$50.00	$5,400.00
NC NCCER - Plumbing I	14	$25.00	$350.00
NC NCCER - Plumbing II	9	$25.00	$225.00
NC Private Pesticide Applicator	1	$50.00	$50.00
NECI 911 Basic Communications	536	$25.00	$13,400.00
NFPA 2400	106	$25.00	$2,650.00
NIMS Job Planning, Benchwork, and Layout	33	$25.00	$825.00
NIMS Measurement, Materials, and Safety	118	$25.00	$2,950.00
North Carolina Competency Certification	272	$25.00	$6,800.00
North Carolina Early Childhood Credential (NCECC) Equivalency	243	$50.00	$12,150.00

North Carolina Nurse Aide I	1,551	$25.00	$38,775.00
Nurse Aide I - Geriatric Aide Endorsement	2	$25.00	$50.00
Nurse Aide I - Home Care Aide Endorsement	6	$25.00	$150.00
PCAP Python Certified Associate	152	$25.00	$3,800.00
PrintED Advertising and Design	1	$25.00	$25.00
PrintED Introduction to Graphic Communication	11	$25.00	$275.00
ProStart National Certificate of Achievement (COA)	3	$50.00	$150.00
SAS Certified Specialist Programming Fundamentals Using SAS 9.4	66	$50.00	$3,300.00
Woodwork Career Alliance (WCA) Sawblade Certificate	305	$25.00	$7,625.00
Grand Total	**51,910**		**$1,529,325.00**

*Total bonuses shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap.

Summary:

Following the COVID-19 pandemic, a rebound in credential attainment is evident by the 2021-2022 steep increase in individual credentials earned to 239,200. Additional funding provided by the North Carolina General Assembly and continued improvement efforts contributed to another steep increase in 2022-2023 to 325,784 individual credentials earned. The funding progression is described below.

- In 2020-2021 and prior years, local districts received approximately 10% of the needed funding to offer all students credentialing opportunities.

- In 2021-2022, funding increased to accommodate approximately 43% of the funding needed to offer all students the opportunity to earn credentials aligned with their CTE courses.

- During the 2022-2023, the funding once again increased, reaching $15.8 million, and local districts were funded over 98% of the needed amount to offer all students the opportunity to earn credentials aligned with their CTE courses. The impact of this additional funding is reflected in the 2022-2023 credential attainment of 325,784, the highest number earned since data collection started in 2010-2011.

- The overall increase in credentials earned is reflected in the industry-valued Tier 2 and Tier 3 credentials. Tier 2 credentials earned increased by 28% in 2022-2023 and Tier 3 credentials increased by 13%.

Three-year Trend Data:

	2020-2021		2021-2022		2022-2023	
	Earned	**Bonus Amount**	**Earned**	**Bonus Amount**	**Earned**	**Bonus Amount**
Tier 2	16,817	$420,425.00	33,300	$832,500.00	42,647	$1,066,175.00
Tier 3	3,573	$178,650.00	8,215	$410,750.00	9,263	$463,150.00
Yearly Totals	20,390	$599,075.00	41,515	$1,243,250.00	51,910	$1,529,325.00
Number of Teachers	1,097		1,478		1,684	
Amount after $3,500 cap	$586,275.00		$1,191,075.00		$1,448,425.00	

Yearly totals shown indicate amount based on credentials earned. Actual allotments will vary based on factors such as teacher status and bonus cap.

- The 2022-2023 average bonus received per teacher was $860, an increase from $806 in 2021-2022.

Impact:

To determine the impact that the CTE teacher credential payment has on our teacher retainment, NC DPI CTE issued a survey in May 2023 to CTE teachers who received the credential bonus for the 2021-2022 year. Survey feedback was received from 408 teachers who were issued the credential bonus payment for credentials earned in the 2021-2022 academic year.

- Of the 408 respondents, 35% (141) said the credential bonus payment influenced their decision to remain in the teaching profession. In the prior year, 38% responded favorably to this question.

- Of the 408 respondents 24% (96) said the credential bonus payment influenced their decision to expand or change the courses taught. In the prior year, 20% responded favorably to this question.

- Of the 408 respondents, 22% (89) said they were made aware of the teacher credential bonus payment when they entered the teaching profession. In the prior year, 20% responded favorably to this question.