

National Board Certified Teacher Integration into the Douglas County Schools Performance Pay Plan

During the 2002-2003 school year a committee with members appointed by the District and the DCFT met to develop recommendations for the National Board Certified Teachers component of the Douglas County Schools/Douglas County Federation of Teachers performance pay plan. The recommendations adopted by the Douglas County and DCFT negotiations teams include a transitional time line, expectations for participation, and the annual amount and the duration of additional compensation payments.

The National Board Certified Teachers component of the teacher performance pay plan be will implemented in the following manner:

1. Compensation and Duration

- National Board certified teachers will be given a bonus award of \$2500 for each of the first five years they hold National Board certification. National Board certified teachers will have to successfully transition into the DCS performance pay plan Master Teacher component to receive the \$2500 award for the second five years of the NBC.
- Any National Board certified teacher who renews their National Board certification will repeat this cycle. (This will be on condition that NBPTS renewal requirements are accepted by the PPIC as appropriate standards for renewal).

2. Participation Expectations

- Collection of student performance data consistent with the requirements of the Master Teacher component of the teacher performance pay plan will occur during the third through fifth years that a teacher holds National Board certification and will be required to be submitted at the end of the that five year period as part of the teacher's transition into the DCS performance pay plan.
- For purposes of transitioning into the Master Teacher program, National Board certification will fulfill the Master Teacher awards and recognition criteria requirement.
- All National Board certified teachers transitioning into the MT program will need to meet Master Teacher performance criteria in the area of leadership (demonstrate service).
- All National Board certified teachers and Master Teachers will be expected to be available and actively participate in one of the following leadership roles to renew their National Board certified/Master Teacher status:
 - Accept student teachers and/or act as mentors to teachers in the district

- Present at new teacher orientation and/or national conferences
 - Contribute to in-school staff development programs
 - Enter the ER&D trainers pool
 - Participate in new teacher recruitment
 - And any such activities deemed appropriate by the PPIC and consistent with expectations for Douglas County Master Teachers
- National Board certified teachers will be exempt from the regular evaluation process, with the exception of evaluations mandated by state law, district mandated summative evaluations of probationary teachers, or documented performance concerns for regular status teachers occurring within any school year, for the first five years that the teacher holds NBC. National Board certified teachers who successfully transition into the DCS performance pay plan will likewise be exempt from the regular evaluation process as established for all Master Teachers.
 - National Board certified teachers and Master Teachers will not be allowed to collect bonus incentive awards for both NBC and MT status.

3. Transitional Time Line

- Beginning in the 2005-2006 school year, teachers already in possession of National Board certification will be required to present two years of student performance data and will begin the transition into the DCS Master Teacher component of the performance pay plan. Each year thereafter, teachers who have reached the mid-way point in the life of their NBC will present three years of data until all current National Board certified teachers are in the ten-year cycle described above.
- NBCTs who have fewer than five years remaining on their NBC will renew their certificate and start the process over.