

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
Governor Locke proposes and Legislature enacts 15% pay increase for National Board Certified Teachers (NBCTs)

Total NBCTs (Cumulative)	Candidates (Including retakes)
29	78

2000
Legislature passes the \$3500 bonus for NBCTs

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

73	76
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2001-2006
Bonus is stable at \$3,500, but is not in statute and must be enacted every biennium.

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

2001	117	167
2002	216	201
2003	347	461
2004	585	611
2005	900	689
2006	1308	832

2007
Legislature passes and Governor Gregoire signs HB 2262 which enacts a \$5,000 NBCT (This “base” bonus increases by inflation) and up to \$5,000 additional for 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.

Total NBCTs (Cumulative)	Candidates (Including retakes)	NBCTs in Challenging School	Candidates in Challenging Schools
1806	1416	14.8%	16.3%

2008
Legislative changes to HB 2262:

- “Challenging school” definition is changed:
 - 50% High School
 - 60% Middle School
 - 70% Elementary School
- NBCT Bonus was made pensionable
- NBCTs who become principals may retain base bonus

2726	2167	16.6%	29%
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2009
Legislative changes to HB 2262:

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

Total NBCTs (Cumulative)	Candidates (Excluding retakes)	NBCTs in Challenging School	Candidates in Challenging Schools
3974	1435	22.5%	27.3%