August 18, 2014

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Thomas R. Bice
State Superintendent of Education

SUBJECT: Revised National Board for Professional Teaching Standards (NBPTS) Policies for the Alabama Incentive Program

Attached are revised NBPTS Policies for the Alabama Incentive Program. These policies have been revised to assist you in answering any questions related to the Alabama Incentive Program for National Board Certified Teachers (NBCTs).

If you have any questions, please contact Ms. Debra Williams, Teacher Recruitment/Placement, at 334-242-9936 or dwilliams@alsde.edu.

TRB/DW/PAF

Attachment

FY14-2095
The National Board for Professional Teaching Standards (NBPTS)

Policies for the Alabama Incentive Program

Appropriation

The Alabama State Legislature makes an annual appropriation to support the NBPTS Incentive Program. This incentive is not an automatic guarantee for the ten-year valid period of the certificate. Continued funding for this program is contingent on the actions of the Alabama Legislature.

Salary Supplement

1. The state of Alabama will provide an annual salary supplement to any National Board Certified Teacher (NBCT) employed full time in one of the public K-12 local boards of education on October 1 of each year and is properly certified by the state of Alabama.

2. NBCTs employed on a less than full-time contract on October 1 will receive a pro-rata share of the salary supplement.

3. NBCTs employed full time after October 1 will receive a pro-rata share of the salary supplement.

4. NBCTs who earn National Board Certification in another state and are teaching full time in Alabama on October 1 and are properly certified by the state of Alabama will receive the annual salary supplement.

5. NBCTs employed as a substitute are not eligible to receive the salary supplement.

6. NBCTs who are on a leave of absence for more than half a school year will receive a pro-rated amount based on the number of months worked during the school year.

7. NBCTs will receive the salary supplement each year of the valid period of the certificate unless the Alabama Legislature declines to make the annual appropriation.

8. NBCTs must renew their certificate by the year of the certificate’s expiration in order to continue receiving the salary supplement.

9. NBCTs employed in the final year of the certificate’s valid period will receive a prorated amount based on the number of months worked covered in that valid period.

10. NBCTs who leave after October 1 will be eligible for a prorated amount based on the months served.

11. NBCTs must remain employed with a public K-12 local board of education in order to continue receiving the salary supplement.