

POLICY

SOMERSET COUNTY
BOARD OF EDUCATION

Date Submitted: September 20, 2011	Number: 700-55
Date Reviewed: September 20, 2011 October 15, 2019	
Subject: National Board Certification Assessment Incentive Fee and Reimbursement	Date Approved: September 20, 2011 November 19, 2019 Date Revised: September 25, 2019 Effective Date: September 20, 2011 November 19, 2019

1. PURPOSE

To establish procedures and guidelines for the compensation of staff for courses taken during their professional development and the obligations of the Board and of the individual educator in seeking National Board Certification.

2. PROCEDURE-MSDE NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS FEE INCENTIVE AND REIMBURSEMENT

- A. The Human Resources Office will notify all teachers about this program to ensure all educators have an equal opportunity to participate. It will be advertised on the website, by way of email and on school bulletin boards.
- B. Each teacher selected by the state Board to receive aid for the related assessment process leading to National Certification shall receive from the state an amount equal to the certification fee charged by the National Board for Professional Teaching Standards.
- C. Each county shall pay to the state one-third of the cost of certification for each county teacher who participates in the program. Neither the Board of Education nor the State will ~~not~~ pay any additional monies for expenses. Administrative leave will not be granted for any cohort work days.
- D. A teacher who does not complete all the requirements for assessment by the National Board for Professional Teaching Standards shall reimburse the state the full amount of the aid received.
- E. The state shall reimburse the county the amount received under paragraph B of this subsection on receipt of the reimbursement of aid from a participating teacher.

- F. Any teacher who desires to participate in the program must sign a Fee Incentive Program Memorandum of Understanding. This MOU must be notarized and signed by the Superintendent of Schools.

- G. The Human Resources Supervisor must verify that all participants have three years of successful teaching at one or more early childhood, elementary, middle, or secondary public schools; possess a valid Maryland professional certificate; participate in the program voluntarily, comply with deadlines; and demonstrate teaching practice in designated fields of teaching as identified by the National Board for Professional Teaching Standards.

- H. A teacher who achieves National Board Certification shall receive a monetary stipend above their salary as long as state and local funding is available.

Reference: Negotiated Agreement
Annotated Code –Education Article -6-112