

Dallas ISD NBCT Guidelines and Frequently Asked Questions

Beginning in April 2021, eligible National Board-Certified Teachers (NBCTs) will earn a Recognized designation on their Texas educator certificate for the 2020-2021 school year through the HB3 Teacher Incentive Allotment. The designation will expire the July following expiration of the teacher's National Board Certification. To be eligible for the Recognized Teacher Incentive Allotment designation, NBCTs must have a one-year or standard Texas teaching certificate and be employed as a teacher (coded as 087 Role ID in PEIMS/TSDS). Teachers with a Recognized designation must be employed as a Texas teacher (087 role ID in PEIMS) and complete a creditable year of service in order to generate funding for that year.

Further, TEA, through the Teacher Incentive Allotment will reimburse districts up to \$1,900 for initial certification, up to \$1,250 for renewal, and up to \$495 for MOC. Fees paid toward certification and renewal are eligible if the certification or renewal was achieved following the passage of House Bill 3 in summer 2019.

What is National Board Certification?

National Board certification is a rigorous process that takes most candidates 2-3 years. It is based on research and practitioner expertise of what accomplished educators should know and be able to do. Candidates complete four components, which are each peer-reviewed and scored. Three components are portfolio-based, and one is a computer-based content area assessment. Board certification is available for 16 different subject areas and four developmental levels. National Board standards are pedagogical in nature, and Texas teachers teach their regular TEKS-based curriculum throughout the certification process.

Will the District pay for my initial certification, renewal, or MOC directly to the National Board for Professional Teaching Standards as a third-party payer?

Not at this time. Teachers will fund their own NBCT-related costs, and the District will assist with reimbursement through TIA funds.

I am an NBCT and would like to request reimbursement for initial certification, renewal, or Maintenance of Certification from Dallas ISD. What are my next steps?

NBCTs who would like to request reimbursement must meet the criteria outlined below to begin the reimbursement process:

- (1) Be actively employed in a Dallas ISD teaching position (087 role ID in PEIMS) at the time of reimbursement request, and
- (2) submit via email to tei@dallasisd.org a PDF record from NBPTS account including, Candidate name and ID, Year of certification, Itemized charges(Component, Date, Method of payment, Amount Paid).

Note that registration fees are not eligible for reimbursement, and TEA has established the maximums below for reimbursement: Reimbursement maximums per NBCT:

\$1900 initial certification, \$475 x 4 components

\$1250 renewal (sunset after 2020)

\$495 Maintenance of Certification (MOC)

Registration and retake fees not eligible

I am an NBCT who has also earned Distinguished status under TEI. At what level will I be designated?

Teachers will be submitted for the greater of a Recognized Designation through NBCT or the level earned through the [TEI-TIA crosswalk](#).

Am I eligible for additional compensation for pursuing or holding NBCT status?

This may vary based on campus teaching assignment. Teachers who remain *TEI-Eligible* and select to serve at a district High Priority or ACE campus may be eligible for up to \$18k in performance-based stipends annually.

How is the allotment amount calculated?

The funding available from the Teacher Incentive Allotment varies by designation. The exact amount of funding per teacher is determined by a formula that takes into account the level of socioeconomic need at a campus and whether the campus is rural. See the Dallas ISD designation amounts [here](#).

TIA funding goes to the campus where the teacher works and not directly to the teacher. However, districts must spend at least 90 percent of their allotment funds on teacher compensation on the campuses where the designated teacher works. Districts can set aside the remaining 10 percent for costs associated with implementing TIA

How did the district develop its spending plan for the TIA allotment?

The District began focus groups and stakeholder feedback sessions with teachers, campus leaders, and District leadership in Fall 2019 prior to applying for the Teacher Incentive Allotment to the state. Through this process, the district identified two priorities for the TIA Funds:

- (1) To sustain the ongoing cost of TEI merit increases and ensure the Dallas ISD teacher salaries, as determined through TEI Effectiveness Levels, aggressively lead the state and regional market.
- (2) To expand the district's strategic staffing efforts by increasing access to highly-effective ("Designated" or "TEI Distinguished") teachers at the district's [High-Priority \(HPC\) and ACE campuses](#) through targeted stipends.

Does the allotment belong to the campus or to the District?

Statute requires that 90% of the allotment earned must be spent on teacher compensation at the campus in which the teacher is employed; however, it is the District's responsibility to develop a local spending plan and to monitor that spending requirements outlined in statute are met.

Does the campus principal develop the spending plan?

No. The Dallas ISD spending plan was developed by HCM in collaboration with School Leadership.