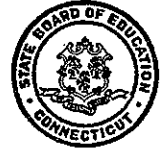




STATE OF CONNECTICUT  
DEPARTMENT OF EDUCATION



Series: 2001-2002  
Circular Letter: C-19

TO: Superintendents of Schools

FROM: Theodore S. Sergi, Commissioner of Education

DATE: March 15, 2002

SUBJECT: National Board Certification for Connecticut Teachers

The National Board Certification process is one that significantly strengthens teachers who undertake it--and thus positively affects the teaching profession as a whole. National Board Teachers are passionate about their certification as being the most valuable, exhilarating professional development opportunity that they have ever experienced. They report that the process encourages reflection, validates their strengths, and enables them to recognize and think more clearly about areas of their teaching that can be improved.

Fifty-three Connecticut teachers are among the 16,037 teachers in the United States awarded National Certification since its inception in 1987. Even though we celebrate their distinguished achievement, we have reason to be concerned since Connecticut ranks 40th out of 50 states in the number of candidates seeking National Board Certification this academic year. In addition, compared to other New England states, Connecticut ranks next to last in the percentage of its teaching force achieving National Board Certification.

To encourage greater teacher participation in seeking National Board Certification, I am sharing with you statewide and district-based initiatives that promote this exemplary program.

State Initiatives

- The 2001 legislative session passed a law that allows teachers who earn this designation to utilize that experience toward earning their continuing education unit (CEU) requirement. Specifically, Section 10-145b (l) (1) of the General Statutes was amended by Section 15 of Public Act 01-173, to provide the professional educator the option of utilizing "documented completion of National Board Certification assessment in the appropriate endorsement area," as continuing education activity valid toward completing the CEU requirement.

- The State Department of Education participates in the \$1,000 National Board subsidy program for candidates to partially offset the \$2,300 application fee. Informational sessions at Regional Educational Service Centers (RESCs) are scheduled in late spring/early fall of each year for teachers interested in seeking National Board Certification
- The Connecticut Education Association passed Resolution D-12 promoting National Board Certification and encouraging members to seek this certification.
- The Connecticut Federation of Educational and Professional Employees (formerly known as the Connecticut Federation of Teachers) will pay ten \$1,000 grants per academic year to Federation members teaching in high poverty rural and urban areas.

#### District Initiatives

- **BETHEL - 2001-2004:** The Board will pay 50 percent of the unsubsidized application fee, currently \$1,300, for up to seven teachers annually towards the National Board for Professional Teaching Standards (NBPTS) \$2,300 certification process fee. After providing evidence of acquiring certification to the Superintendent, the teacher shall receive an annual stipend of \$2,500 for a period of six years and will be expected to teach at least the following two years in Bethel. Failure to do so will require the teacher(s) to reimburse the Board the application fee and any stipend received.
- **DERBY - 2001-2004:** Upon completion of the National Board Certificate, the Board shall make a one-time payment of \$2,000 to a teacher who holds the certificate.
- **EASTFORD - 2000-2003:** The Board will grant a \$1,000 reimbursement to no more than one teacher per year who has notified the Board in writing prior to the certification process. Once verification of National Board Certification has been ascertained, compensation shall be made in three equal payments during the following three consecutive years of employment.
- **EASTON - 1999-2003:** For a teacher obtaining National Board Certification, the Board will pay such teacher \$5,000 a year, in addition to such teacher's salary for each year such teacher maintains said certification. The Board agrees to reimburse teachers for the full course expense of courses taken toward attaining "National Certification." To be eligible for reimbursement, teachers seeking such certification shall apply in such manner as the Board may establish.

- **GRANBY - 2001-2004:** Two teachers per year who obtain National Board Certification shall be reimbursed up to \$1,000 for registration fees upon attaining certification. Teachers shall receive the compensation benefit on the anniversary date of said certification.
- **HARTFORD - 2001-2005:** The Board will provide a one-time stipend of \$750 to any teacher who attains National Board Certification.
- **MILFORD - 2001-2005:** The Board will pay teachers holding National Board Certification according to the district's Ph.D. salary scale.
- **MONROE - 2002-2005:** The Board will pay teachers who receive their National Teacher's Certificate \$1,000 annually in addition to the salary listed for their appropriate step on the salary schedule.
- **NEWTOWN - 2001-2004:** The Newtown Public Schools will pay teachers who attain National Board Certification a stipend of \$700 annually.
- **REGIONAL SCHOOL DISTRICT #4 - 2001-2005** (Chester, Deep River, Essex): The Board will pay teachers achieving National Board Certification and designated as "Master Teacher" a \$10,000 increase in their annual salary for the five-year duration of their "Master Teacher" status. The teacher must have plans, completed on the teacher's own time, for projects that will educationally benefit the school district. The work shall be performed during the five-year length of the "Master Teacher" designation. Reappointment, as a "Master Teacher" is permitted, provided that the teacher again fulfills the requirements. The school district will also reimburse the costs of the application and accreditation process after achievement of accreditation.
- **REGIONAL SCHOOL DISTRICT #19 - 2001-2005** (Ashford, Mansfield, Storrs, Willington): Any teacher who has National Board Certification shall be compensated at his/her appropriate step plus \$1,000 annually.
- **TOLLAND - 1999-2002:** The Board will reimburse the National Board application fee at half the existing rate for a three credit graduate course and fees at the University of Connecticut. If the district's \$5,000 annual allotment for advanced coursework above the Master's level is not met, then the candidate's full fee may be paid.
- **WILTON - 2000-2003:** The Board on February 1 of each fiscal year, during the terms of this agreement, will pay a teacher who obtains National Board Certification from National Board for Professional Teaching Standards (NBPTS), a one-time recognition payment of \$1,000.

- **WINDHAM - 2000-2002:** Any teacher who obtains National Teacher Certification shall receive an annual stipend of \$1,000.
- **WINDSOR - 2001-2004:** The Board shall establish an annual stipend of \$2,000 for the attainment of National Board Certification. Compensation shall be adjusted on a pro-rata basis if certification is earned during the work year. The Board shall also subsidize 50% of the employee's application/assessment fee.
- **WOODSTOCK ACADEMY - 2001-2004:** Any teacher may apply for National Board Certification. In the event the Headmaster approves such application, the board will pay \$500 toward the cost of such certification.

I am encouraging districts to promote this voluntary, professional opportunity for teachers and, if possible, to offer incentives to teachers who succeed in obtaining National Board Certification. It is a promising initiative for the improvement of teaching and learning in our schools.

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