

**LOCAL INCENTIVES SUPPORTING  
NATIONAL BOARD CERTIFICATION IN CALIFORNIA**

**Important Notice**

This page reflects the most recent information available to the National Board for Professional Teaching Standards at the time of posting. Incentives listed below are offered at the discretion of the individual local agencies or contracts and are subject to change. The National Board for Professional Teaching Standards is not responsible for the accuracy of the information found herein. Please contact the appropriate school district directly to confirm the incentives listed and contact us with any updates at outreach@nbpts.org.

School District	Candidate Fee Support	Other Support	NBCT Incentives
Alum Rock Union Elementary School District (ESD)	\$650		
Anaheim City School District		Support program	
Anaheim Union High School District			Annual: \$2000 for the life of the certificate
Aspire Public Schools	100%	Release days, technical support	Annual: \$2,000
Baldwin Park Unified			Annual: \$1,000
Bear Valley USD	\$1,000	Coaching support, release time, and video help	\$2,000 for five years NB process counts for district's teacher evaluation process
Belmont Redwood Shores School District			Annual: \$2,500
Berkeley USD			Fee reimbursement and annual \$1,500 to the first 20 NBCT's
Black Oak Mine USD			
Buena Park ESD		Support program, video assistance, release time	Reimbursement of fees not covered by grants or scholarships
Bullis Charter School	Fee support	Release time	\$2,000 yearly salary incentive
Butteville Union ESD			\$1,000 stipend
Cambrian ESD (San Jose)			Annual: \$2,000
Capistrano USD		Release time, video support	10 units of advancement credit on salary schedule
Carlsbad USD			NBCTs move to the far right of the pay scale
Ceres USD			50% reimbursement of fees
Chaffey Joint Union High School District (HSD)	\$2,300		
Charter Oak USD			Annual: \$800
Chula Vista	Up to \$1,300 and up to 3	One release day, monthly	
Claremont USD	\$2,300	Release days, technical support, and support group	NBCTs advance one step on salary schedule
Clovis USD			Annual: \$500 for four years

School District	Candidate Fee Support	Other Support	NBCT Incentives
Coachella Valley USD	\$2,000 for up to ten candidates	Five release days	
Coast Unified	\$500	Release days and support meetings	
Cupertino USD			\$1,000 fee reimbursement. Annual: equivalent to a Master's stipend
Davis Joint USD		\$100 for materials, five release days ,and professional development (PD) credit for support meetings	
Eastside USD	\$2,000	Release time, video help, and meetings	Incentives for coaching candidates
El Segundo USD	Any unreimbursed portion of the fees will be paid by the district	5 release days	Annual stipend equivalent to doctoral stipend
Escondido ESD		Support group	
Escondido Union HSD	\$1,000	Three release days	Annual: \$1,000
Fairfield-Suisun USD		Support program, fee support, video assistance, release time	
Folsom-Cordova USD	\$2,300 up to ten candidates	Coaching support	
Fontana USD		Support group	
Fresno USD			Annual: \$1,000 only if active
Fullerton Joint Union High SD			An annual stipend of \$1,000
Glendale USD			Annual: \$2,500 for additional 50 hours worked
Hawthorne SD	\$1,000 loan	Release time	
Hemet USD			Annual: \$700
Hillsborough City SD	50% of fee		50% of fee reimbursed and Annual: \$750
Hueneme ESD			Additional 5% (Step 1, Column III) on salary schedule. Increase continues through 10-year period that the certificate is valid.
Kerman USD	\$2,300	Release time	
Lake Tahoe USD	Fee support	Release time and sample	
Las Lomas ESD	100%	Release time	Annual: about \$1,800
Long Beach USD	\$2,300 for completed pre-candidacy	Support program, two release days	5% salary increase additional 5% for providing 60 hours of
Los Angeles USD		Support network provides comprehensive programs for all candidates seeking certification.	7.5% of base salary compensation for 82 hours of teacher support activities, plus 10 hours of PD, total of 92 hours. An additional 7.5% is given upon certification.
Lynwood USD			Annual: \$4000 for term of certificate

School District	Candidate Fee Support	Other Support	NBCT Incentives
Manhattan Beach USD	\$2,000 for up to ten candidates	Five release days, four training days, and video support	Annual: \$1,000 for four years
Menlo Park City Schools			Annual: \$2,600
Moreland ESD			Annual: \$2,000 (equivalent to a Master's degree)
Mountain View	Fee support	One release day	
Mountain View - Los Altos USD	Fee support	Three days release time	Annual: Same as Master's stipend and four units credit on salary schedule for completed process
Mt. Diablo		Support program, release days, and copying support	Annual: Same as a Master's stipend
New Haven USD	\$1,000	Support program, one day release time	Annual: \$750
Newport-Mesa USD		Support program	2% salary increase
Oak Grove ESD			Annual: \$2,000
Oakland USD		Invited to join the Stanford support group	Annual: \$1,000
Oceanside USD	100%		Annual: 6% of base salary
Orange USD	\$1,000	Video support	Annual: \$1,000 and Board of
Pajaro Valley USD		100% Professional Development	
Palo Alto USD		Videographer, two release	
Pasadena USD		Support programs	Annual: \$2,500
Petaluma ESD		10 release days and monthly meetings	Annual: \$1,098
Petaluma HSD		10 release days and monthly	Annual: \$1,098
Piedmont USD			Annual: \$500
Placentia-Yorba Linda USD	\$1,000 fee support reimbursement \$1,000 upon certification		Annual: \$500
Pleasanton USD			Annual: \$500
Pomona USD			3.5% salary increase. Additional 10% salary for specially designed positions.
Poway USD	100%	Full retake funding	Annual: \$1,000 for ten years
Redding ESD			\$1,800 Master's stipend
Redwood City ESD			\$1,000 fee reimbursed Annual: \$1,000
Rio Dell ESD	\$1,000	Video support	
Saddleback Valley USD	\$500		
San Carlos ESD	100% reimbursement		Annual: \$1,837
San Diego Unified School District	Up to \$750	Monthly support meetings, Certified CSP's, Two release days	
San Francisco USD		Support program	Annual: \$5,000
San Jose USD			Annual: about \$2,223 (equivalent to a one-year "bump" on pay scale)

School District	Candidate Fee Support	Other Support	NBCT Incentives
San Juan USD		Support meetings	300 continuing education hours
Santa Clara USD			Annual: \$1,443
Santa Monica-Malibu	100% reimbursement	Two release days, support	Annual: \$5,000 for the
Santa Paula ESD	50%	Two fee subsidies per five-	Annual: \$2,500
Santa Rosa City Schools		Monthly support meetings	Annual: \$2,500
Saugus USD	100% reimbursement if passed		Annual: \$500
Sequoia Union HSD		Release time and technical	Annual: \$1,200
Sierra Sands USD		Release time and video help	
Snowline Joint USD		Three release days	
Sonoma Valley USD			Annual: \$600 for the period of certification
Tamalpais Union HSD			Annual: \$1,000 for five years and additional stipend for mentoring.
Torrance USD		Support meetings, video support	
Tustin USD			One-time \$5,000 award upon completion and passing of NB certification.
Walnut Valley USD			2% salary increase
West Contra Costa USD			Annual: \$1,000
Wheatland Schools	\$1,000	Release time	
Whittier Union High School District	Fee support	Support programs	\$2,000 Annual stipend
Willits USD	Fee support	Release days	
Yuba City School District			Annual: \$1,000

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