

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

**Important Notice**

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School District	Candidate Fee Support	Other Support	NBCT Incentives
<b>ALLEGANY</b>			\$1,756 for the life of the certificate
<b>ALEXANDRIA</b>	Pays candidate fees	Two professional leave days, technical support and tuition and books for a two-semester graduate level course to guide candidates through the process.	An annual \$2,200 for the life of the certificate
<b>AMHERST COUNTY</b>	\$300 towards registration fee and use of tuition reimbursement towards total fee	Two professional leave days	\$2,000.00 annually for the life of the certificate
<b>ANN ARUNDEL</b>			\$2000 for the life of the certificate
<b>ARLINGTON</b>	Pays the full fee for 30 candidates	Two professional leave days and cover the cost of six semester hour graduate courses offered through George Mason University. Pre-candidacy workshops and a 18-hour seminar	Achieving National Board Certification is now a part of the Career Advancement Program (CAP) and is one of three portfolio opportunities that teachers have during their career with APS. NBCTs will receive a skip step increase (5% for individuals on longevity) effective with following contract year.
<b>BALTIMORE CITY</b>			\$4000 for the life of the certificate

School District	Candidate Fee Support	Other Support	NBCT Incentives
<b>BEDFORD CO. PUBLIC SCHOOLS</b>	\$1000 reimbursement toward application fee for candidate	\$500 stipend for NBCTs who mentor candidates through the completion of the process	Annual \$750 stipend
<b>BUCKINGHAM COUNTY</b>	\$300 of the fee not covered by the State subsidy	Two professional leave days for portfolio preparation	
<b>BUENA VISTA PUBLIC SCHOOLS</b>	\$2,000 towards the candidate fee		\$4,000 salary increase (in the base)
<b>CHESAPEAKE</b>			An annual \$1,000 supplement for the life of the certificate
<b>CHESTERFIELD COUNTY</b>	\$2,000 of the fee for 11 candidates	Two release days for portfolio preparation. candidate support through Virginia Commonwealth University and reimburses tuition of up to two semesters for those opting to attend the candidate support classes for university credit.	\$5,000 the first year of certification and up to \$2,500 thereafter in the event no state funds are appropriated
<b>FAIRFAX COUNTY</b>	Supplements the portion of the fee not paid by the state	Pre-candidacy course (required by teachers using county funding) and support. Credit courses, taught by NBCTs, offered without cost through the school system's Academy Course Program. Candidates completing the process will be awarded half of the recertification point.	NBCTs will be awarded all of the recertification points. A stipend has been funded for <b>2002-03</b> . NBCTs who teach in high-risk schools will receive \$3,500. NBCTs who do not teach in high-risk schools will receive \$1,750 and may receive an additional \$1,750 for assuming special teacher leadership roles/projects in their schools or in the school system.
<b>FRANKLIN COUNTY</b>			An annual \$2,500 supplement for the duration of certification

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<b>FREDERICK CITY PUBLIC SCHOOLS</b>	\$6,000/year divided equally among the candidates to help defray the cost of the assessment fee	Reimburse up to \$150 for a candidate support class at Mary Washington College, which also offers 3 credit hours for the course	\$2,000/year for the life of the certificate, over and above any money awarded by the state of Virginia.
<b>HAMPTON</b>	\$2,300 fee, retake fees	Mentoring support for candidates, videotaping assistance, copy machine privileges and postage fee paid for portfolio submission	
<b>HANOVER COUNTY</b>	\$2,000 of the fee for 10 candidates	At least one professional leave day. Pre-candidate/candidate support programs in partnership with Virginia Commonwealth University and tuition support for candidates seeking VCU graduate credit for completing the support program	NBCTs are awarded all points required for recertification, a guaranteed \$5,000 the first year of certification and \$2,500 thereafter in the event no state funds are appropriated
<b>HENRICO COUNTY</b>	\$2,000 of the fee for 18 candidates	Two to three professional leave days for portfolio preparation and offers laptops for use during the NBC process. Pre-candidate/candidate support programs in partnership with Virginia Commonwealth University and tuition support for candidates seeking VCU graduate credit for completing the support program	NBCTs move two steps on the salary schedule. In the event the state does not appropriate funds, the district guarantees \$3,000 the first year of certification and \$1,000 thereafter.
<b>KING GEORGE COUNTY</b>			An annual \$3,000 stipend
<b>LEXINGTON CITY PUBLIC SCHOOLS.</b>	Reimburse \$2,300 candidate fee on completion		

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<b>LOUDOUN COUNTY</b>	\$300 of the certification fee		Reimburses the remainder of the fee upon certification and a one-time \$1,000 bonus as well as an exemption from formal evaluation for three years
<b>MANASSAS CITY PUBLIC SCHOOLS</b>	Full fee reimbursement	Two special leave days and cover the cost of up to 6 semester hours graduate level	180 license renewal points, move one step on salary schedule year after successful completion and notification of certification
<b>MCLEAN</b>	The Potomac School will pay the fee for up to five candidates per year	The Potomac School will provide release time for portfolio preparation	
<b>NEWPORT NEWS</b>	Candidates not receiving state funding are provided with \$1,000 and \$2,000 grants to help offset the fee (retake fees are excluded).	Two professional leave days, writing workshops, monthly meetings and professional development sessions during the summer institute	An annual \$2,500 for the life of the certification
<b>NORFOLK</b>	Pays the equivalent of two college courses toward the fee	Pays for two substitute days for candidates.	An annual \$525 stipend for the life of the certificate
<b>PORTSMOUTH</b>			An annual \$2500 supplement for the life of the certificate
<b>PRINCE WILLIAM COUNTY</b>	\$1,000 of the fee	Two professional leave days and technical support for candidates	An annual \$2,000 salary increase for the life of the certificate
<b>PULASKI COUNTY</b>	Reimbursed \$300 upon completion of the portfolio	Two professional release days are provided for portfolio preparation, technical support for videotaping and use of a laptop for the year	Reimbursed \$1,000 upon certification
<b>RADFORD CITY SCHOOLS</b>			A supplement of \$1068.00

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<b>RICHMOND CITY</b>	Pays the fee for up to 10 candidates	At least one professional leave day for portfolio preparation. Pre-candidate/candidate support programs in partnership with Virginia Commonwealth University and provides tuition support for candidates seeking VCU graduate credit for completing the support program	NBCTs will be awarded all points required for recertification and 5% salary increase
<b>ROANOKE CITY</b>	Pays the fee	Two substitute leave days	An annual \$2,000 salary supplement for the duration of the certificate.
<b>ROANOKE COUNTY</b>	\$300 toward the fee		an annual \$1,000 for the life of the certificate and 180 recertification points toward license renewal
<b>ROCKINGHAM COUNTY</b>	\$1,000 of the fee		An annual \$1,000 supplement for the life of the certificate
<b>SALEM</b>	Partial fee payment for candidates	Two days of paid leave	An annual \$2,500 salary supplement
<b>SMYTH COUNTY</b>	Reimburses the \$300 entry fee	Two days of professional release time	An annual \$1,200
<b>STAFFORD COUNTY</b>		Tuition will be paid for those enrolled in a six-hour graduate program from George Washington University designed to support candidates through the NBC process.	An annual \$2,500 supplement for the life of the certificate
<b>SUFFOLK PUBLIC SCHOOLS</b>	Assist teachers in schools designated as "hard to staff" with the registration fee		An annual \$610 supplement for the life of the certificate

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<b>VIRGINIA BEACH CITY PUBLIC SCHOOLS</b>	Up to \$2500 reimbursement of application fees	2 professional leave days for portfolio and/or assessment preparation Access to a Professional Development Library Videotaping supplies Tuition free pre-candidate seminars and candidate academy	180 License Renewal Points \$2000 annual allowance for the life of the certificate \$1000 annual Career Teacher Allowance Eligibility
<b>WILLIAMSBURG/JAMES CITY COUNTY</b>			A \$5,000 bonus the first year of certification and \$2,500 per year for the remaining nine years of the certificate
<b>WINCHESTER</b>			An annual salary increase of \$1,700 for the 10-year life of the certificate.
<b>WYTHE COUNTY</b>			An annual \$750.

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