



**Public Schools of North Carolina**  
State Board of Education  
Department of Public Instruction

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# **Report to the North Carolina General Assembly**

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CTE Industry Certifications and Credentials  
Teacher Bonus Program

*SL 2017-57 Section 8.9. (c)*

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**Date Due: March 15, 2019**  
Report # 90

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**Mark Johnson, State Superintendent :: 301 N. Wilmington Street :: Raleigh, North Carolina 27601-2825**

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The report was prepared in accordance with requirements of Session Law 2017-57 Section 8.9 (c).

“**SECTION 8.9.(c)** Study the effect of the program on teacher performance and retention. The State Board shall report the results of its findings, the amount of bonuses awarded to teachers who teach students earning approved industry certifications or credentials, and the type of industry certifications and credentials earned by their students to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight Committee, and the Fiscal Research Division by March 15 of each year.

The Department of Public Instruction collaborated with the Department of Commerce’s Labor and Economic Analysis Division (LEAD) to identify the academic rigor and employment value of the industry recognized credentials earned by secondary students in Career and Technical Education (CTE) programs during the 2015-16 school year. Based on the data gathered, in December 2016, the State Board of Education approved a bonus program based on three tiers of credentials. Those credentials with both high academic rigor and employment value were designated as Tier 3 and eligible for a bonus of \$50 each. Tier 2 credentials have either high academic rigor or high employment value and will receive a \$25 bonus. Tier 1 credentials, while still valuable to students, did not have either high academic rigor or high employment value and therefore, are not eligible for teacher bonus pay.

Employment value was calculated based on the entry wages, employment growth rate and the projected number of job openings for the primary occupation of each credential earned. The process was similar to the methodology used by LEAD in the Star Job Ratings reporting.

DPI and LEAD used several data sources to match occupations with credentials. However, the aligned is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations.

Table 1 details the assignment of each credential type to a Tier based on the methodology used by DPI and LEAD.

**Table 1- CTE Credential Tier Designation**

<b>CTE Program Area</b>	<b>Course Number</b>	<b>Power School Course Title</b>	<b>NC SBE Approved Credential Name</b>	<b>Teacher Credential Payment</b>
<b>Agriculture</b>	AS31	Agricultural Mech I	Certified Welders for WeldingCode AWS D.1. - 2010	\$25.00
<b>Agriculture</b>	AS31	Agricultural Mech I	National SafeTractor and Machinery Operation Certification	\$0.00
<b>Agriculture</b>	AS31	Agricultural Mech I	OSHA 10-Hour General Industry (Agriculture) Certification	\$0.00
<b>Agriculture</b>	AS32	Agricultural Mech II	Certified Welders for WeldingCode AWS D.1. - 2010	\$25.00
<b>Agriculture</b>	AS32	Agricultural Mech II	National SafeTractor and Machinery Operation Certification	\$0.00
<b>Agriculture</b>	AS33	Agricultural Mech II - Small Engines	Master Service Technician	\$25.00

<b>Agriculture</b>	AS32	Agricultural Mechanics II	OSHA 10-Hour General Industry (Agriculture) Certification	\$0.00
<b>Agriculture</b>	AU11	Agricultural Production I	Certified Welders for WeldingCode AWS D.1. - 2010	\$25.00
<b>Agriculture</b>	AU11	Agricultural Production I	National SafeTractor and Machinery Operation Certification	\$0.00
<b>Agriculture</b>	AU11	Agricultural Production I	NC Beef Quality Assurance	\$0.00
<b>Agriculture</b>	AU11	Agricultural Production I	NC Pork Quality Assurance	\$0.00
<b>Agriculture</b>	AU12	Agricultural Production II	NC Beef Quality Assurance	\$0.00
<b>Agriculture</b>	AU12	Agricultural Production II	NC Pork Quality Assurance	\$0.00
<b>Agriculture</b>	AU12	Agricultural Production II	NC Private Pesticide Applicator	\$25.00
<b>Agriculture</b>	AU10	Agriscience Applications	Certified Welders for WeldingCode AWS D.1. - 2010	\$25.00
<b>Agriculture</b>	AU10	Agriscience Applications	National SafeTractor and Machinery Operation Certification	\$0.00
<b>Agriculture</b>	AU10	Agriscience Applications	NC Hunter Safety Course	\$0.00
<b>Agriculture</b>	AA21	Animal Science I	NC Beef Quality Assurance	\$0.00
<b>Agriculture</b>	AA21	Animal Science I	NC Pork Quality Assurance	\$0.00
<b>Agriculture</b>	AA22	Animal Science II	Animal Waste Certification	\$0.00
<b>Agriculture</b>	AA22	Animal Science II	NC Beef Quality Assurance	\$0.00
<b>Agriculture</b>	AA22	Animal Science II	NC Pork Quality Assurance	\$0.00
<b>Agriculture</b>	AP41	Horticulture I	North Carolina Certified Plant Professional	\$0.00
<b>Agriculture</b>	AP41	Horticulture I	NC Private Pesticide Applicator	\$25.00
<b>Agriculture</b>	AP41	Horticulture I	Certified Young Plant Professional	\$0.00
<b>Agriculture</b>	AP42	Horticulture II	North Carolina Certified Plant Professional	\$0.00
<b>Agriculture</b>	AP42	Horticulture II	NC Private Pesticide Applicator	\$25.00
<b>Agriculture</b>	AP42	Horticulture II	Certified Young Plant Professional	\$0.00
<b>Agriculture</b>	AP44	Horticulture II Landscaping	North Carolina Certified Plant Professional	\$0.00
<b>Agriculture</b>	AP44	Horticulture II Landscaping	Certified Young Plant Professional	\$0.00
<b>Agriculture</b>	AN51	Natural Resources I	NC Hunter Safety Course	\$0.00
<b>Agriculture</b>	AN52	Natural Resources II	NC Hunter Safety Course	\$0.00
<b>Agriculture</b>	AA41	Veterinary Assisting	Certified Veterinarian Assistant	
<b>Business, Finance, and IT</b>	BA10	Accounting I	Intuit QuickBooks Certified User	\$25.00
<b>Business, Finance, and IT</b>	BA20	Accounting II	Intuit QuickBooks Certified User	\$25.00
<b>Business, Finance, and IT</b>	II12	Cisco Network Engineering Technology II	CISCO CCENT	\$50.00

<b>Business, Finance, and IT</b>	II12	Cisco Network Engineering Technology II	Microsoft MTA 98-366 (Networking Fundamentals)	TBD
<b>Business, Finance, and IT</b>	II21	Computer Engineering Technology I	CompTIA A+ 901	\$50.00
<b>Business, Finance, and IT</b>	II21	Computer Engineering Technology I	Microsoft MTA 98-366 (Networking Fundamentals)	\$50.00
<b>Business, Finance, and IT</b>	BI10	Foundations of Information Technology	CompTIA IT Fundamentals	\$25.00
<b>Business, Finance, and IT</b>	BM10	Microsoft Word and PowerPoint	Microsoft Office Specialist 2016 PowerPoint	\$25.00
<b>Business, Finance, and IT</b>	BM10	Microsoft Word and PowerPoint	Microsoft Office Specialist 2016 Word	\$25.00
<b>Business, Finance, and IT</b>	BN20	Network Administration I	Microsoft MTA 98-349 (Operating System Fundamentals)	\$50.00
<b>Business, Finance, and IT</b>	BN20	Network Administration I	Microsoft MTA 98-366 (Networking Fundamentals)	\$50.00
<b>Business, Finance, and IT</b>	BN20	Network Administration I	Microsoft MTA 98-367 (Security Fundamentals)	\$50.00
<b>Business, Finance, and IT</b>	BN22	Network Administration II	Microsoft MCTS 70-680: Windows 7 Configuration Exam	\$50.00
<b>Business, Finance, and IT</b>	BN24	Network Administration III	Microsoft MCTS 70-685 Windows 7 Enterprise Desktop Support Tech	\$50.00
<b>Business, Finance, and IT</b>	BP30	Oracle Database Programming I	Oracle SQL Database Expert	\$25.00
<b>Business, Finance, and IT</b>	BP32	Oracle Database Programming II	Exam #1ZO-144 Oracle Database 11g: Programming with PL/SQL	\$50.00
<b>Business, Finance, and IT</b>	BP32	Oracle Database Programming II	Oracle Database PL/SQL Developer Certified Associate	\$50.00
<b>Business, Finance, and IT</b>	BF05	Personal Finance	CFNC.org Certified Financial Basics for High School and Beyond	\$0.00
<b>Business, Finance, and IT</b>	BF05	Personal Finance	EverFi	\$0.00
<b>Business, Finance, and IT</b>	BF05	Personal Finance	W!SE Financial	\$0.00
<b>Business, Finance, and IT</b>	BP20	SAS Programming I	SAS Base Programming for SAS 9	\$25.00
<b>Business, Finance, and IT</b>	BP22	SAS Programming II	SAS Advanced Programming for SAS 9	\$25.00
<b>Career Development</b>	CC45	Career Management	Conover Credential Workplace Readiness	\$0.00
<b>Career Development</b>	CC45	Career Management	Express Employment Professionals Career Preparedness Certification	\$0.00
<b>Family and Consumer Sciences</b>	FA32	Apparel and Textile Prod II	Pre-Professional Assessment and Certification in Fashion, Textiles, and Apparel	\$0.00
<b>Family and Consumer Sciences</b>	FH21	Culinary Arts and Hospitality I	Certified Restaurant Server	\$0.00

<b>Family and Consumer Sciences</b>	FH21	Culinary Arts and Hospitality I	ServSafe® Food Protection Managers Certification	\$25.00
<b>Family and Consumer Sciences</b>	FH22	Culinary Arts and Hospitality II	ServSafe® Food Protection Managers Certification	\$25.00
<b>Family and Consumer Sciences</b>	FE11	Early Childhood Education I	CPR	\$0.00
<b>Family and Consumer Sciences</b>	FE11	Early Childhood Education I	First Aid	\$0.00
<b>Family and Consumer Sciences</b>	FE12	Early Childhood Education II	CPR	\$0.00
<b>Family and Consumer Sciences</b>	FE12	Early Childhood Education II	First Aid	\$0.00
<b>Family and Consumer Sciences</b>	FE12	Early Childhood Education II	North Carolina Early Childhood Credential (NCECC) Equivalency	\$25.00
<b>Family and Consumer Sciences</b>	FN42	Food and Nutrition II	ANSI Approved Certified Food Protection Manager	\$25.00
<b>Family and Consumer Sciences</b>	FN42	Food and Nutrition II	Pre-Professional Assessment and Certification in Nutrition, Food, and Wellness	\$25.00
<b>Family and Consumer Sciences</b>	FN43	Food Science and Technology	Pre-Professional Assessment and Certification in Food Science Fundamentals	\$0.00
<b>Family and Consumer Sciences</b>	FI53	Interior Digital Applications	Autodesk Certified User Revit	\$50.00
<b>Family and Consumer Sciences</b>	FH20	Introduction to Culinary Arts & Hosp	ServSafe® Food Protection Managers Certification	\$25.00
<b>Family and Consumer Sciences</b>	FH71	Prostart I	ProStart Certificate of Recognition Level I	\$50.00
<b>Family and Consumer Sciences</b>	FH72	Prostart II	ProStart National Certificate of Achievement (COA)	\$50.00
<b>Health Science</b>	HB12	Biomedical Technology II	OSHA 10-Hour Industry Certification (Healthcare)	\$0.00
<b>Health Science</b>	HU42	Health Science II	CPR/AED	\$0.00
<b>Health Science</b>	HU42	Health Science II	OSHA 10-Hour Industry Certification (Healthcare)	\$0.00
<b>Health Science</b>	HN43	Nursing Fundamentals (two credit course)	North Carolina Nurse Aide I	\$25.00
<b>Health Science</b>	HH32	Pharmacy Technician	CPhT Certified Pharmacy Technician	\$25.00
<b>Health Science</b>	HP71	PLTW Human Body Systems	First Aid	\$0.00

<b>Health Science</b>	HP71	PLTW Human Body Systems	CPR/AED	\$0.00
<b>Marketing</b>	ME11	Entrepreneurship I	Venture Entrepreneurial Expedition	\$0.00
<b>Marketing</b>	ME12	Entrepreneurship II	Concepts of Entrepreneurship and Management	\$0.00
<b>Marketing</b>	ME12	Entrepreneurship II	Entrepreneurship and Small Business Certification Exam	\$0.00
<b>Marketing</b>	ME12	Entrepreneurship II	Venture Entrepreneurial Expedition	\$0.00
<b>Marketing</b>	MH42	Hospitality and Tourism	Advanced Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MH42	Hospitality and Tourism	Certified Guest Service Professional (CGSP)	\$25.00
<b>Marketing</b>	MH42	Hospitality and Tourism	Fundamental Marketing Concepts	\$25.00
<b>Marketing</b>	MA52	Marketing Applications	Advanced Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MA52	Marketing Applications	Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MA52	Marketing Applications	Fundamental Marketing Concepts	\$25.00
<b>Marketing</b>	MH32	Sports and Entertainment Marketing II	Advanced Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MH32	Sports and Entertainment Marketing II	Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MH32	Sports and Entertainment Marketing II	Fundamental Marketing Concepts	\$25.00
<b>Marketing</b>	MU92	Strategic Marketing	Advanced Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MU92	Strategic Marketing	Customer Service and Sales Certification	\$25.00
<b>Marketing</b>	MU92	Strategic Marketing	Fundamental Marketing Concepts	\$25.00
<b>Technology Engineering and Design</b>	TP25	PLTW Aerospace Engineering	OSHA 10-Hour Industry Certification	\$0.00
<b>Technology Engineering and Design</b>	TP24	PLTW Biotechnical	OSHA 10-Hour Industry Certification	\$0.00
<b>Technology Engineering and Design</b>	TP23	PLTW Civil Engineering & Architecture	OSHA 10-Hour Industry Certification	\$0.00
<b>Technology Engineering and Design</b>	TP22	PLTW Computer Integrated Manufacturing	OSHA 10-Hour Industry Certification	\$0.00
<b>Technology Engineering and Design</b>	TP21	PLTW Digital Electronics	OSHA 10-Hour Industry Certification	\$0.00

<b>Technology Engineering and Design</b>	TP31	PLTW Engineering Design & Development	OSHA 10-Hour Industry Certification	\$0.00
<b>Technology Engineering and Design</b>	TP11	PLTW Introduction to Engineering Design	OSHA 10-Hour Industry Certification	\$0.00
<b>Technology Engineering and Design</b>	TP12	PLTW Principles of Engineering	OSHA 10-Hour Industry Certification	\$0.00
<b>Trade and Industrial</b>	II32	Adobe Digital Design	Adobe Dreamweaver	\$50.00
<b>Trade and Industrial</b>	II33	Adobe Video Design	Adobe Premier	\$25.00
<b>Trade and Industrial</b>	II31	Adobe Visual Design	Adobe Illustrator	\$25.00
<b>Trade and Industrial</b>	II31	Adobe Visual Design	Adobe InDesign	\$25.00
<b>Trade and Industrial</b>	II31	Adobe Visual Design	Adobe Photoshop	\$25.00
<b>Trade and Industrial</b>	IM11	Advanced Manufacturing I	Certified Production Technician-Quality	\$25.00
<b>Trade and Industrial</b>	IM11	Advanced Manufacturing I	Certified Production Technician-Safety	\$25.00
<b>Trade and Industrial</b>	IM12	Advanced Manufacturing II	Certified Production Technician-Maintenance	\$25.00
<b>Trade and Industrial</b>	IM12	Advanced Manufacturing II	Certified Production Technician-Process	\$25.00
<b>Trade and Industrial</b>	IT11	Automotive Service Fundamentals	S/P2 - Mechanical Pollution Prevention	\$0.00
<b>Trade and Industrial</b>	IT11	Automotive Service Fundamentals	S/P2 - Mechanical Safety	\$0.00
<b>Trade and Industrial</b>	IT17	Automotive Service II	ASE Entry-Level Certification Maintenance and Light Repair	\$25.00
<b>Trade and Industrial</b>	IT18	Automotive Service III	ASE G1- MLR	\$50.00
<b>Trade and Industrial</b>	IC21	Carpentry I	NC NCCER Credential - Carpentry I	\$25.00
<b>Trade and Industrial</b>	IC22	Carpentry II	NC NCCER Credential - Carpentry II	\$25.00
<b>Trade and Industrial</b>	IC23	Carpentry III	NC NCCER Credential - Carpentry III	\$25.00
<b>Trade and Industrial</b>	II22	Computer Engineering Technology II	CompTIA A+ 902	\$50.00
<b>Trade and Industrial</b>	IC00	Core and Sustainable Construction	OSHA 10-Hour Construction Industry Certification	\$0.00
<b>Trade and Industrial</b>	IC00	Core and Sustainable Construction	NC NCCER Credential - Core	\$25.00
<b>Trade and Industrial</b>	IA12	Digital File Preparation	PrintED Digital File Preparation	\$25.00
<b>Trade and Industrial</b>	IA32	Digital Media II	Adobe Dreamweaver	\$50.00
<b>Trade and Industrial</b>	IA32	Digital Media II	Adobe Illustrator	\$25.00



<b>Trade and Industrial</b>	IA32	Digital Media II	Adobe InDesign	\$25.00
<b>Trade and Industrial</b>	IA32	Digital Media II	Adobe Photoshop	\$25.00
<b>Trade and Industrial</b>	IA32	Digital Media II	Adobe Premier	\$25.00
<b>Trade and Industrial</b>	IC61	Drafting I	Autodesk Certified User AutoCAD	\$50.00
<b>Trade and Industrial</b>	IC62	Drafting II - Architectural	Autodesk Certified User Revit	\$50.00
<b>Trade and Industrial</b>	IV22	Drafting II - Engineering	Certified SolidWorks Associate (CSWA)	\$50.00
<b>Trade and Industrial</b>	IV22	Drafting II - Engineering	Autodesk Certified User Inventor	\$50.00
<b>Trade and Industrial</b>	IC63	Drafting III - Architectural	Autodesk Certified Professional Revit	\$50.00
<b>Trade and Industrial</b>	IV23	Drafting III - Engineering	Autodesk Certified Professional Inventor	\$50.00
<b>Trade and Industrial</b>	IV23	Drafting III- Engineering	Certified SolidWorks Professional (CSWP)	\$50.00
<b>Trade and Industrial</b>	IC41	Electrical Trades I	NC NCCER Credential - Electrical Trades I	\$25.00
<b>Trade and Industrial</b>	IC42	Electrical Trades II	NC NCCER Credential - Electrical Trades II	\$25.00
<b>Trade and Industrial</b>	IC43	Electrical Trades III	NC NCCER Credential - Electrical Trades III	\$25.00
<b>Trade and Industrial</b>	IM31	Electronics I	ETA EM1	\$25.00
<b>Trade and Industrial</b>	IM32	Electronics II	ETA EM4	\$25.00
<b>Trade and Industrial</b>	IM33	Electronics III	ETA EM2	\$25.00
<b>Trade and Industrial</b>	IM34	Electronics IV	ETA EM3	\$25.00
<b>Trade and Industrial</b>	IP51	Emergency Management I	NC Emergency Management I certification	\$25.00
<b>Trade and Industrial</b>	IP52	Emergency Management II	NC Emergency Management II certification	\$25.00
<b>Trade and Industrial</b>	IP22	Emergency Medical Technology II	EMT Basic	\$50.00
<b>Trade and Industrial</b>	IP31	Firefighter Technology I	NCOSFM Credential - Firefighter Technology I	\$0.00
<b>Trade and Industrial</b>	IP32	Firefighter Technology II	NCOSFM Credential - Firefighter Technology II	\$0.00
<b>Trade and Industrial</b>	IP33	Firefighter Technology III	NCOSFM Credential - Firefighter Technology III	\$0.00
<b>Trade and Industrial</b>	IA11	Introduction to Graphic Communications	PrintED Introduction to Graphic Communication	\$25.00
<b>Trade and Industrial</b>	IC11	Masonry I	NC NCCER Credential - Masonry I	\$25.00
<b>Trade and Industrial</b>	IC12	Masonry II	NC NCCER Credential - Masonry II	\$25.00

<b>Trade and Industrial</b>	IC13	Masonry III	NC NCCER Credential - Masonry III	\$25.00
<b>Trade and Industrial</b>	IM42	Metals Manufacturing Tech II	NIMS Manual Milling Skills	\$25.00
<b>Trade and Industrial</b>	IM42	Metals Manufacturing Tech II	NIMS Job Planning, Benchmark, and Layout	\$25.00
<b>Trade and Industrial</b>	IM42	Metals Manufacturing Tech II	NIMS Measurement, Materials, and Safety	\$25.00
<b>Trade and Industrial</b>	IL58	Plumbing I	NC NCCER Credential - Plumbing I	\$25.00
<b>Trade and Industrial</b>	IL59	Plumbing II	NC NCCER Credential - Plumbing II	\$25.00
<b>Trade and Industrial</b>	IL60	Plumbing III	NC NCCER Credential - Plumbing III	\$25.00
<b>Trade and Industrial</b>	IA13	Print Advertising and Design	PrintED Advertising and Design	\$25.00
<b>Trade and Industrial</b>	IP11	Public Safety I	National Incident Management System	\$25.00
<b>Trade and Industrial</b>	IP12	Public Safety II	Community Emergency Response Team (CERT)	\$0.00
<b>Trade and Industrial</b>	IM61	Welding Technology I	OSHA 10-Hour Construction Industry Certification	\$0.00
<b>Trade and Industrial</b>	IM62	Welding Technology II	AWS SENSE- Shielded Metal Arc Welding (SMAW)	\$25.00
<b>Trade and Industrial</b>	IM21	Woodworking I	Woodwork Career Alliance (WCA) Sawblade Certificate	\$50.00
<b>Trade and Industrial</b>	IM21	Woodworking I	OSHA 10-Hour Construction Industry Certification	\$0.00
<b>Trade and Industrial</b>	IM22	Woodworking II	OSHA 10-Hour Construction Industry Certification	\$0.00
<b>Trade and Industrial</b>	IM22	Woodworking II	Woodwork Career Alliance (WCA) Sawblade Certificate	\$50.00

Using data entered into the NC CTE Test Admin site by Local Education Agency (LEA) staff and data obtained from third party test administrators, DPI allotted to LEAs funds due for each teacher based on the credentials earned.

Table 2 shows the bonus allotted to each LEA for the payment of credential bonuses. Note the LEAs were required to verify continued employment of the teacher in the LEA in courses that lead to credentials.

**Table 2: CTE Credential Allotment by LEA**

<b>LEA</b>	<b>District Name</b>	<b>CTE Teacher Allotted Counts</b>	<b>CTE Teacher Allotted Payment Amount \$</b>	<b>CTE Teacher Payroll Record Counts</b>	<b>CTE Teacher Amount Paid \$ *</b>
<b>010</b>	Alamance-Burlington Schools	31	\$ 29,100	26	\$ 28,925
<b>020</b>	Alexander County Schools	9	\$ 4,725	9	\$ 4,725
<b>030</b>	Alleghany County Schools	4	\$ 2,725	4	\$ 2,725

<b>040</b>	Anson County Schools	6	\$ 6,875	5	\$ 6,600
<b>050</b>	Ashe County Schools	6	\$ 3,800	5	\$ 3,650
<b>761</b>	Asheboro City Schools	5	\$ 4,900	4	\$ 4,325
<b>111</b>	Asheville City Schools	8	\$ 3,625	7	\$ 2,050
<b>060</b>	Avery County Schools	2	\$ 925	1	\$ 700
<b>070</b>	Beaufort County Schools	16	\$ 19,600	15	\$ 18,100
<b>080</b>	Bertie County Schools	2	\$ 325	-	\$ -
<b>090</b>	Bladen County Schools	9	\$ 14,875	9	\$ 14,875
<b>100</b>	Brunswick County Schools	19	\$ 19,950	17	\$ 18,500
<b>110</b>	Buncombe County Schools	29	\$ 27,600	27	\$ 25,925
<b>120</b>	Burke County Schools	17	\$ 16,300	15	\$ 13,000
<b>130</b>	Cabarrus County Schools	29	\$ 37,500	27	\$ 35,925
<b>140</b>	Caldwell County Schools	20	\$ 21,475	20	\$ 21,475
<b>150</b>	Camden County Schools	2	\$ 1,500	1	\$ 1,150
<b>160</b>	Carteret County Public Schools	9	\$ 12,075	9	\$ 12,075
<b>170</b>	Caswell County Schools	1	\$ 1,650	1	\$ 1,650
<b>180</b>	Catawba County Schools	28	\$ 31,650	23	\$ 23,650
<b>681</b>	Chapel Hill-Carrboro City Schools	6	\$ 3,850	6	\$ 3,600
<b>600</b>	Charlotte-Mecklenburg Schools	65	\$ 73,325	53	\$ 60,325
<b>190</b>	Chatham County Schools	13	\$ 5,375	11	\$ 5,025
<b>200</b>	Cherokee County Schools	6	\$ 6,125	5	\$ 4,000
<b>220</b>	Clay County Schools	5	\$ 3,500	1	\$ 200
<b>230</b>	Cleveland County Schools	23	\$ 32,425	22	\$ 31,950
<b>821</b>	Clinton City Schools	4	\$ 1,100	3	\$ 875
<b>240</b>	Columbus County Schools	9	\$ 13,625	8	\$ 13,300
<b>250</b>	Craven County Schools	23	\$ 26,750	22	\$ 26,475
<b>260</b>	Cumberland County Schools	53	\$ 83,050	49	\$ 73,375
<b>270</b>	Currituck County Schools	4	\$ 2,075	2	\$ 800
<b>280</b>	Dare County Schools	8	\$ 5,950	7	\$ 5,050
<b>290</b>	Davidson County Schools	30	\$ 54,375	29	\$ 54,325
<b>300</b>	Davie County Schools	11	\$ 8,525	9	\$ 7,200
<b>310</b>	Duplin County Schools	10	\$ 22,400	10	\$ 22,400
<b>320</b>	Durham Public Schools	23	\$ 17,150	21	\$ 14,200
<b>210</b>	Edenton-Chowan Schools	6	\$ 7,350	5	\$ 6,775
<b>330</b>	Edgecombe County Public Schools	8	\$ 2,425	7	\$ 2,325
<b>700</b>	Elizabeth City-Pasquotank Public Schools	9	\$ 4,550	8	\$ 4,450
<b>861</b>	Elkin City Schools	3	\$ 5,575	3	\$ 5,575
<b>350</b>	Franklin County Schools	16	\$ 18,775	16	\$ 18,775
<b>360</b>	Gaston County Schools	51	\$ 80,025	47	\$ 71,975
<b>370</b>	Gates County Schools	4	\$ 1,275	3	\$ 1,250
<b>380</b>	Graham County Schools	5	\$ 1,625	5	\$ 1,625

390	Granville County Schools	5	\$ 3,050	5	\$ 3,050
400	Greene County Schools	5	\$ 2,675	3	\$ 2,475
410	Guilford County Schools	98	\$ 77,350	84	\$ 72,000
420	Halifax County Schools	3	\$ 1,875	3	\$ 1,875
430	Harnett County Schools	34	\$ 71,875	28	\$ 56,925
440	Haywood County Schools	10	\$ 8,175	10	\$ 8,175
450	Henderson County Schools	23	\$ 17,900	22	\$ 17,050
460	Hertford County Schools	3	\$ 3,825	3	\$ 3,825
181	Hickory City Schools	10	\$ 11,400	8	\$ 10,325
470	Hoke County Schools	5	\$ 6,025	5	\$ 6,025
480	Hyde County Schools	2	\$ 575	2	\$ 575
490	Iredell-Statesville Schools	22	\$ 25,075	16	\$ 24,375
500	Jackson County Public Schools	9	\$ 5,375	7	\$ 5,025
510	Johnston County Public Schools	42	\$ 56,200	38	\$ 55,900
520	Jones County Schools	3	\$ 1,400	3	\$ 1,400
132	Kannapolis City Schools	10	\$ 12,000	10	\$ 12,000
530	Lee County Schools	23	\$ 36,825	20	\$ 29,375
540	Lenoir County Public Schools	6	\$ 9,125	6	\$ 9,125
291	Lexington City Schools	2	\$ 3,000	1	\$ 1,500
550	Lincoln County Schools	32	\$ 26,550	15	\$ 26,550
560	Macon County Schools	2	\$ 575	3	\$ 2,575
570	Madison County Schools	2	\$ 425	-	\$ -
580	Martin County Schools	5	\$ 6,775	5	\$ 6,775
590	McDowell County Schools	8	\$ 5,050	7	\$ 4,550
610	Mitchell County Schools	4	\$ 3,500	3	\$ 2,300
620	Montgomery County Schools	12	\$ 8,375	9	\$ 8,375
630	Moore County Schools	15	\$ 14,650	14	\$ 14,650
491	Mooresville Graded School District	5	\$ 11,900	5	\$ 11,900
862	Mount Airy City Schools	4	\$ 1,650	4	\$ 1,650
640	Nash-Rocky Mount Schools	31	\$ 20,975	23	\$ 13,875
650	New Hanover County Schools	36	\$ 43,425	30	\$ 34,775
182	Newton Conover City Schools	8	\$ 5,575	8	\$ 5,575
660	Northampton County Schools	3	\$ 2,575	3	\$ 2,575
670	Onslow County Schools	39	\$ 41,675	34	\$ 36,825
680	Orange County Schools	8	\$ 5,125	8	\$ 5,125
690	Pamlico County Schools	4	\$ 1,800	4	\$ 1,800
710	Pender County Schools	16	\$ 14,650	14	\$ 11,575
720	Perquimans County Schools	4	\$ 1,575	4	\$ 1,575
730	Person County Schools	6	\$ 6,900	6	\$ 6,900
740	Pitt County Schools	38	\$ 41,675	33	\$ 37,775
750	Polk County Schools	4	\$ 4,800	3	\$ 3,250

780	Public Schools of Robeson County	42	\$ 26,600	25	\$ 25,850
760	Randolph County School System	30	\$ 46,550	26	\$ 39,425
770	Richmond County Schools	12	\$ 28,425	9	\$ 24,200
421	Roanoke Rapids City Schools	5	\$ 9,525	4	\$ 7,850
790	Rockingham County Schools	15	\$ 14,200	13	\$ 14,200
800	Rowan-Salisbury Schools	35	\$ 41,675	29	\$ 32,025
810	Rutherford County Schools	10	\$ 6,725	9	\$ 6,600
820	Sampson County Schools	9	\$ 9,650	7	\$ 7,700
830	Scotland County Schools	8	\$ 7,250	-	\$ -
840	Stanly County Schools	12	\$ 10,300	11	\$ 10,100
850	Stokes County Schools	12	\$ 6,500	6	\$ 4,075
860	Surry County Schools	16	\$ 15,200	15	\$ 14,800
870	Swain County Schools	3	\$ 375	1	\$ 25
292	Thomasville City Schools	4	\$ 5,525	2	\$ 1,975
880	Transylvania County Schools	11	\$ 8,325	10	\$ 8,250
890	Tyrrell County Schools	2	\$ 400	2	\$ 400
900	Union County Public Schools	50	\$ 58,200	44	\$ 49,300
910	Vance County Schools	6	\$ 5,550	5	\$ 5,050
920	Wake County Schools	142	\$ 173,725	127	\$ 156,675
930	Warren County Schools	1	\$ 175	1	\$ 175
940	Washington County Schools	5	\$ 2,375	4	\$ 2,375
950	Watauga County Schools	9	\$ 1,700	2	\$ 600
960	Wayne County Public Schools	28	\$ 39,275	23	\$ 32,975
422	Weldon City Schools	3	\$ 1,500	3	\$ 1,500
241	Whiteville City Schools	3	\$ 2,325	3	\$ 2,325
970	Wilkes County Schools	20	\$ 20,850	18	\$ 20,475
980	Wilson County Schools	11	\$ 14,075	9	\$ 12,950
340	Winston Salem / Forsyth County Schools	44	\$ 31,475	29	\$ 21,425
990	Yadkin County Schools	13	\$ 9,050	13	\$ 9,050
995	Yancey County Schools	4	\$ 5,150	4	\$ 5,150
13A	Carolina International School	1	\$ 50	-	\$ -
23A	Pinnacle Classical Academy	1	\$ 475	-	\$ -
41H	The College Preparatory and Leadership	-	\$ -	2	\$ 4,300
32L	Voyager Academy	1	\$ 2,400	-	\$ -
<b>NC STATE TOTAL</b>		<b>1,816</b>	<b>\$ 1,971,875</b>	<b>1,542</b>	<b>\$ 1,759,625</b>

\* Based on 7P FY2019 Non-Certified Salary and Charter Schools Payroll files.

DPI also reviewed the amount of bonus paid based on each credential type. Table 3 shows the bonus allotted based on the credential earned.

**Table 3- CTE Credential Payments for Each Credential**

<b>NC SBE Approved Credential Name</b>	<b>Number Earned</b>	<b>Credential Tier Payment</b>	<b>Total Bonus ^</b>
Adobe Dreamweaver	316	50	\$ 15,800
Adobe Illustrator	1,339	25	\$ 33,475
Adobe InDesign	1,165	25	\$ 29,125
Adobe Photoshop	1,856	25	\$ 46,400
Adobe Premiere	469	25	\$ 11,725
Advanced Customer Service and Sales Certification	24	25	\$ 600
ASE Auto Maintenance and Light Repair Certification Test (G1)	12	50	\$ 600
ASE Student Certification Maintenance and Light Repair	91	25	\$ 2,275
Autodesk Certified Professional Inventor	99	50	\$ 4,950
Autodesk Certified Professional Revit	40	50	\$ 2,000
Autodesk Certified User AutoCAD	1,380	50	\$ 69,000
Autodesk Certified User Inventor	222	50	\$ 11,100
Autodesk Certified User Revit	172	50	\$ 8,600
AWS Certified Welder D1.1 Structural Steel	66	25	\$ 1,650
Certificate of Recognition Level One	138	50	\$ 6,900
Certified Guest Service Professional (CGSP)	79	25	\$ 1,975
Certified Production Technician-Maintenance	14	25	\$ 350
Certified Production Technician-Process	13	25	\$ 325
Certified Production Technician-Quality	28	25	\$ 700
Certified Production Technician-Safety	51	25	\$ 1,275
Certified SolidWorks Associate - Academic (CSWA-A)	65	50	\$ 3,250
Certified SolidWorks Professional- Academic (CSWP-A)	56	50	\$ 2,800
Certified Veterinary Assistant	36	50	\$ 2,200
Certified Veterinary Assistant, Level I	2	25	\$ 50
CISCO CCENT	1	50	\$ 50
CompTIA A+ 901	29	50	\$ 1,500
CompTIA A+ 902	23	50	\$ 1,150
CompTIA IT Fundamentals	67	25	\$ 1,675
Cpht Certified Pharmacy Technician	39	25	\$ 975
Customer Service and Sales Certification	252	25	\$ 6,300

<b>Emergency Medical Technician</b>	1	50	\$ 200
<b>ETA EM1</b>	161	25	\$ 4,025
<b>ETA EM2</b>	32	25	\$ 800
<b>ETA EM4</b>	70	25	\$ 1,750
<b>Food Protection Manager Certification</b>	276	25	\$ 6,900
<b>Fundamentals Marketing Concepts</b>	46	25	\$ 1,150
<b>Intuit QuickBooks Certified User</b>	47	25	\$ 1,175
<b>Lead Teacher Equivalency Certification</b>	163	25	\$ 4,075
<b>Microsoft Access</b>	2,998	25	\$ 74,950
<b>Microsoft Excel</b>	5,554	25	\$ 138,850
<b>Microsoft MTA Networking Fundamentals</b>	7	50	\$ 350
<b>Microsoft PowerPoint</b>	19,339	25	\$ 483,475
<b>Microsoft Word</b>	20,488	25	\$ 512,200
<b>MTA 98-375: HTML 5 Application Developer Fundamentals</b>	9	25	\$ 225
<b>NC Private Pesticide Applicator</b>	32	25	\$ 800
<b>NCCER Credential</b>	50	25	\$ 1,250
<b>NCCER Credential Carpentry I</b>	2,230	25	\$ 55,750
<b>NCCER Credential Carpentry II</b>	1,105	25	\$ 27,625
<b>NCCER Credential Carpentry III</b>	250	25	\$ 6,250
<b>NCCER Credential Core</b>	6,384	25	\$ 159,600
<b>NCCER Credential Electrical Trades I</b>	482	25	\$ 12,100
<b>NCCER Credential Electrical Trades II</b>	278	25	\$ 6,950
<b>NCCER Credential Electrical Trades III</b>	36	25	\$ 900
<b>NCCER Credential Masonry I</b>	928	25	\$ 23,200
<b>NCCER Credential Masonry II</b>	554	25	\$ 13,850
<b>NCCER Credential Masonry III</b>	140	25	\$ 3,500
<b>NIMS IS-100.B Introduction to Incident Command System</b>	2,331	25	\$ 58,275
<b>NIMS IS-200.B: ICS for Single Resources and Initial Action Incidents</b>	2,186	25	\$ 54,650
<b>NIMS IS-700.A: National Incident Management System (NIMS) An Introduction</b>	2,204	25	\$ 55,100
<b>NIMS IS-800.B: National Response Framework, An Introduction</b>	1,873	25	\$ 46,825
<b>NIMS Measurement, Materials, and Safety</b>	54	50	\$ 2,700
<b>North Carolina Nurse Aide I</b>	2,000	25	\$ 51,150
<b>PrintED Advertising and Design</b>	3	25	\$ 75
<b>PrintED Introduction to Graphic Communication</b>	34	25	\$ 850
<b>ProStart National Certificate of Achievement (COA)</b>	39	50	\$ 1,950

<b>SAS Base Programming for SAS 9</b>	10	25	\$ 250
<b>ServSafe Food Protection Managers Certification</b>	2,245	25	\$ 56,125
<b>Web Communication using Adobe Dreamweaver</b>	1	50	\$ 50
<b>Woodwork Career Alliance (WCA) Sawblade Certificate</b>	66	50	\$ 3,300
<b>TOTAL EARNED BY NC STUDENTS</b>	<b>82,781</b>		<b>\$ 2,138,675</b>

^ Total bonuses shown indicate number earned. Amounts allotted will vary based on teacher cap.

During 2017-18, students earned 80,091 Tier 2 credentials and 2,757 Tier 3 credentials for a total bonus amount of \$2,138,675. It is important to note the amounts earned and allotted significantly exceeded the amounts allotted in the 2017-18 budget. Once the teacher bonus maximum was applied, a total of \$1,971,875 was allotted to LEAs for bonus pay to 1,816 individual teachers. The average bonus received per teacher was \$1,085. 120 teachers qualified for bonus payments in excess of the \$3,500 maximum.

The CTE Credential Bonus earned increased by \$73,025 from 2016-17 to 2017-18. An additional 614 Teachers earned the bonus during 2017-18. The average bonus received per teacher decreased by \$212 in 2017-18.

During the 2019-20 Academic Year, the Division of Career and Technical Education will conduct a survey of all teachers of record for credential bearing courses approved for bonus payments. The survey will gauge the impact that the CTE credential bonus payments have related to retention and recruitment.