

17 GCA EDUCATION
CH. 5B TEACHER INCENTIVE PAY

CHAPTER 5B
INCENTIVE PAY FOR NBPTS CERTIFICATION

SOURCE: Entire Article was added by P.L. 25-84:1.

2009 NOTE: P.L. 28-045:10 (June 6, 2005) changed the name of the Department of Education to the Guam Public School System. P.L. 30-050:2 (July 14, 2009) reverted the name of the Guam Public School System to the Department of Education. References to Guam Public School System have been changed to Department of Education pursuant to P.L. 30-050:3.

- § 5B101. Legislative Findings
- § 5B102. NBPTS Certification Financial Assistance Option
- § 5B103. All Certification Requirements Must Be Met
- § 5B104. Pay Differential for NBPTS.
- § 5B105. Applicability of this Chapter for Certification of Reading Specialists.

§ 5B101. Legislative Findings.

I Liheslaturan Guåhan finds that the National Board for Professional Teaching Standards ('NBPTS') was established in 1987 as an independent, nonprofit organization to establish high and rigorous standards for teachers; to develop and operate a national voluntary system to assess and certify teachers who meet these standards; and advance related education reforms for the purpose of improving student learning in the United States. In order to apply for the NBPTS certification process, the NBPTS requires teachers to have three (3) years or more of teaching experience, to have graduated from an accredited college or university, and to possess a valid state teaching license. A teacher may become NBPTS certified by successfully completing a year-long certification process in which the teacher must develop a portfolio of student work and videotapes of teaching and learning activities for NBPTS review, participate in the NBPTS assessment center simulation exercises, and successfully pass an examination testing content knowledge.

§ 5B102. NBPTS Certification Financial Assistance Option.

(a) The Department of Education may pay one-half (1/2) of the NBPTS participation fee and provide, *if* determined to be necessary by the Department of Education, substitute pay for a maximum of five (5) days of approved paid leave for teachers participating in the NBPTS program. A teacher shall have completed at least three (3) years teaching in the Guam

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public school system before applying for NBPTS assistance under this Section, and shall *not* have previously received funding for participation in any certification area in the NBPTS program.

(b) (1) A teacher who receives government moneys for the NBPTS participation fee, but who does *not* complete the certification process or who becomes certified but does *not* teach in the Guam Public School System for two (2) continuous school years after receiving the NBPTS certification, shall repay the Department of Education the amount it contributed to the NBPTS participation fee.

(2) Repayment of moneys contributed by the Department of Education are *not* required *if* the teacher does *not* complete the NBPTS certification process or does *not* teach in the Guam Public School System for two (2) continuous school years after completing the certification process due to the death or disability of the teacher, or other extenuating circumstances as may be recognized by the Department of Education.

(c) The award shall be limited to ten (10) teachers per fiscal year. The Department of Education shall by appropriate rule, determine an equitable method for selection. All teachers who are under service credit repayment status of the Dr. Antonio C. Yamashita Educator Corps, or one (1) of its predecessors, shall *not* be eligible for assistance herein until such service credit is repaid. The cost of the certification program under § 5B102(a) of this Chapter shall be subject to the availability of funds.

§ 5B103. All Certification Requirements Must Be Met.

In addition to the NBPTS certification requirements, all other Guam certification requirements shall be met for any pay differential allowed under § 5B104 of this Chapter.

§ 5B104. Pay Differential for NBPTS.

The Director of Administration shall determine, through rules and regulations, appropriate pay grades or differential amounts for teachers who are NBPTS certified. This Section shall apply to all NBPTS Certified teachers, not just those who received assistance under the provisions of § 5B102(c) of this Chapter.

SOURCE: Added by P.L. 25-84:1. Amended by P.L. 28-068:IV:42 and 47 (Sept. 30, 2005), effective January 1, 2006; reference to Civil Service Commission changed to Director of Administration.

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§ 5B105. Applicability of this Chapter for Certification of Reading Specialists.

The Commission *shall* be the Educator Certification authority for Reading Specialists *no later than* the earlier of the completion of a transition period following the enactment of this Chapter *or* October 1, 2008.

SOURCE: Added by P.L. 29-073:3 (May 9, 2008).
