



District Support for National Board Certification Candidates 2011-2012

An increasing number of school districts in Washington commit resources to support teachers who undertake the rigorous process of National Board Certification.

ABERDEEN: The Aberdeen School District supports candidates with dedicated video equipment at the elementary, middle and secondary levels. Candidates are also able to use personal days to work on portfolios and assessments.

ASOTIN-ANATONE: The Asotin-Anatone School District approves professional development up to five days.

AUBURN: The Auburn School District allows \$500 tuition reimbursement to be used for fees. The district also provides release time, with substitute coverage, when the candidate takes certification exam and provides a district cohort for support while enrolled in the program.

BATTLE GROUND: Candidates can use district \$200 classroom account funds and can access two paid professional days to work on portfolios.

BELLINGHAM: The Bellingham School District offers \$500 for individual staff development that may be used toward National Board candidacy.

BELLEVUE: The Bellevue School District will provide up to \$1000 and videotaping and editing and the Bellevue Schools Foundation will provide the National Board coordinator and facilitators (1 per 10 candidates) for applicants.

BETHEL: The Bethel School District provides an in-district support group for candidates who have completed their pro certification or who are exempt. Candidates have access to videotaping equipment.

BLAINE: Three release days for portfolio work. There may be some professional development money available which is at the discretion of the building principal.

BREMERTON: The district offers paid release time upon approval from the principal; use of District video equipment and other supplies.

BRIDGEPORT: Bridgeport School District provides \$500 professional development stipends for certificated staff each semester. The stipend is delivered as a re-imbursement upon verification of enrollment in a course of study. The stipend is awarded with authorization from the Bridgeport Education Association, which approves the stipend prior to reimbursement by the district.

BURLINGTON-EDISON: The district allows use of two professional days, one additional release day, provides videotaping equipment, and \$500 upon certification. Also offer a local in-district support cohort.

CAMAS: The Camas School District provides \$500 to help cover tuition and Board cost for NBPTS candidates once they have completed and mailed their video portfolio.

CAPE FLATTERY: The Cape Flattery School District Offers \$1000.00 towards tuition reimbursement, 3 release days and access to district equipment.

CARBANADO: The Carbonado School District provides \$1000 to be allowed for candidate fees, books, materials, and release days. The district also allows for use of district equipment.

CASCADE: The district offers two release days to work on the portfolio.

CASHMERE: The district offers \$500 in fee support.

CENTRAL KITSAP: The Central Kitsap School District provides an interest-free loan for the application fee, two release days, use of building

meeting space, video camera, microphone, and copying equipment.

CENTRAL VALLEY: The Central Valley School District offers teachers \$350 per year for reimbursement of supplies or tuition. Teachers may carry their stipend forward for an accumulation not to exceed \$1050. The district also has available to each qualified employees that applies, a grant for up to \$850.00 that can be used for tuition reimbursement and/or sub cost for release time to work on the portfolio.

CENTRALIA: The district allows teachers to use two personal leave days and two release days for National Board work.

CHENEY: The Cheney School District will provide the following support to candidates for the National Board for Professional Teaching Standards: Use of video tapes and equipment, use of copy machine and supplies, help with videotaping, two release days during the completion of the certification process, reimburse the employee \$200 annually, up to three years, for the NBPTS fee. The district also offers facilitation for Take One! candidates and financially supports NBCT who wish to attend the OSPI facilitator trainings.

CHEWELAH: Chewelah allows up to \$100 annually for tuition reimbursement and allows two days of release to complete the portfolio. In addition, the district provides access to all district equipment for filming, editing and copying materials.

CLE ELUM-ROSLYN: Cle Elum-Roslyn SD provides access to copy machine, video equipment and transcription, some release time/sub time, and in-house facilitation of the cadre.

CLOVER PARK: The Clover Park School District offers \$500 in initial fee support, free monthly support seminars facilitated by district NBCT's, an on-call, full-time mentor based in the Teaching and Learning Department, and pays fees for WEA-sponsored state-wide events (Jump Start and Home Stretch). Each candidate receives three (3) personal release days for candidacy work. All candidates have access to district copying equipment and meeting space. Our building-based classroom coaches provide videotaping support (including use of PZ microphones) and portfolio feedback. A pre-candidacy workshop is offered as well as support for advance candidates, including funding for one retake if needed. The district also participates in the THNI grant, which affords teachers the opportunity to participate in the Take One! program for a nominal fee (\$100), and includes on-site monthly NBCT-led seminar support.

COLFAX: The district will provide release time and access to district equipment.

COLLEGE PLACE: College Place School District offers \$500 and supports candidates in the use of flexible release time as allowable in their contract.

COLVILLE: The district allows one release day to complete the assessment center exercises.

DAYTON: The Dayton School District provides a tuition reimbursement pool of \$2500.00 per year as well as offering District release time that can be used toward National Board work.

DEER PARK: The Deer Park School District offers up to five release days for work on the National Board Certification process. Up to two-and-a-half days are provided for retake candidates. In addition, the district provides teachers with \$250 for professional expenses, which can be used toward National Board certification costs.

DIERINGER: The Dieringer School District offers \$1000 to be used for candidate fees, materials or release days. Additionally, NBCTs receive an annual \$1000 bonus in addition to the state bonus.

EAST VALLEY # 361 (SPOKANE): The district provides release days for teachers upon their request, usually 3-5 days per year. Teacher may also use Professional Growth monies \$ 500.00 toward Tuition Reimbursement annually.

EASTMONT: The Eastmont School District pays accepted National Board Candidates \$1,000 of their available Tuition Reimbursement money to assist with costs associated with this endeavor. They need only submit their documentation of their acceptance to the program; the District then pays \$1,000.

EASTON: Easton School District provides up to \$1,500 and 3 release days for teachers who make the National Board Certification process part of their professional growth plan.

EDMONDS: The district offers in-district candidate support.

ELLENSBURG: The Ellensburg School District offers fee support to candidates.

ENDICOTT: The district provides release time and access to district equipment.

ENUMCLAW: The Enumclaw School District offers \$500 toward the National Board fee for all candidates and \$250 for all advanced candidates.

ENTIAT: The Entiat School District offers in-district support for National Board candidates.

EVERETT: Everett Public Schools provides support through communications, support to facilitators and use of facilities and equipment as necessary and appropriate.

FEDERAL WAY: The district will provide scholarship support. The details are yet to be determined. The district is now an approved support provider, so we offer an in-district cohort. The district also supplies a video camera to each building with candidates. If the building has more than five candidates, two cameras are supplied. Also offered is a free "Build the Momentum" seminar to all FWPS NBPTS candidates in early June.

FERNDALE: The Ferndale School District offers three release days to work on the portfolio. Also provided is a .1 position paid out of Title IIA to provide one-to-one assistance on development and critique of portfolio entries.

FIFE: The Fife School District and the Fife Education association agree that employees who receive National Board Certification receive a one-time stipend of 10% of their base salary. NBCTs new to the district receive a one-time stipend of 5%.

FINLEY: The Finley School District offers \$500 for the fee for each teacher pursuing National Board.

FRANKLIN PIERCE: Franklin Pierce offers a limited number of scholarships to National Board Candidates. For those accepted to receive the scholarship, the district pays registration for Jump Start and Home Stretch classes, offers free cohort support led by district NB facilitators, and allows two release days for portfolio work. Candidates are loaned a laptop during candidacy and have access to videotaping equipment.

FREEMAN: The Freeman School District supports National Board candidates with release time and use of district facilities and equipment.

GRAND COULEE DAM: The Grand Coulee Dam School District provides 5 days of professional leave to work on NBC requirements. They also allow the teachers to use technology, video, copiers, etc. Teachers may also leave before the end of their duty day to attend group meetings.

GRANITE FALLS: The Granite Falls School District allows up to four release days for portfolio preparation and use of district equipment and meeting space. Candidates may be reimbursed \$250 per school year using tuition reimbursement to cover costs of National Board Certification.

GREEN MOUNTAIN: Green Mountain School District provides \$500 to support tuition and related costs incurred as the candidate works toward the National Board Certification.

GRIFFIN: The Griffin School District allows \$900 in tuition reimbursement to be used for National Board fees and offers two release days.

HIGHLAND: The Highland School District offers two release days and access to district equipment for teachers who make the National Boards Certification process part of their professional growth plan.

HIGHLINE: Highline School District offers the following support for National Board candidates: For Take One participants: Free district cohort facilitation; plus half the cost of Take One assessment; plus 2 days of release time - also, for most of our district's schools our Take One candidates qualify for the Take One High Needs Initiative. For full NBPTS candidates: Free district cohort facilitation or half the tuition for a university-based cohort; plus up to \$1,000 payment of assessment cost; plus 3 days of release time; plus access to district video equipment. For

Advanced NBPTS candidates: Free district cohort facilitation; plus up to \$500 toward cost of retake assessment cost; plus 2 days of release time.

HOCKINSON: The district pays for two release days to work on the portfolio. After certification, NBCTs are utilized for mentoring and curriculum work.

HOOD CANAL: Hood Canal School District provides reimbursement for professional development up to \$500 per year, per teacher as per the collective bargaining agreement between the district and the education association. National board certification coursework is an acceptable use of these funds.

INCHELIUM: The Inchelium School District supports National Board candidates with release time and use of district facilities and equipment.

ISSAQUAH: The Issaquah School District, in partnership with the Issaquah Schools Foundation, offers grants to interested teachers and provides in-district support to candidates. Candidates may also use up to \$1400 in Professional Growth Incentive Funds for National Board costs.

KELSO: The Kelso School District will grant to all certificated staff that have been accepted into the National Board Certification Program two (2) profession leave days in addition to using their Personal/Professional Leave day while working on this program. The District has also set aside a finite set of resources in the total amount of \$3000 each year to pay substitute costs for teachers who qualify for this support. (Note that this is \$3000 total per year, not \$3,000 per teacher). The district will also set up a special account to pay for 1000 copies per year per person (black & white only – no color copies or specialty paper).

KENNEWICK: The Kennewick School District allows \$250 in professional development funds to go toward the National Board fee. One release day is also provided on the date of the employee's National Board assessment.

KENT: The Kent School District pays for an in-district support group for candidates who have completed their pro certification or who are exempt. Cohort participation is offered for clock hours and/or 2 college credits.

KIONA-BENTON CITY: The Kiona-Benton City

School district offers the balance of the Take One! application fee and/or \$500 reimbursement toward the full-candidacy program per year. In addition, the district provides access to all district equipment for filming, editing and copying materials.

LACROSSE: Teachers working toward national board certification are provided \$1,000 support for tuition, release days for completing the portfolio and additionally district facilities, equipment and supplies to support mentor meetings and the work necessary to successfully complete the program.

LAKE CHELAN: District will support each candidate by reimbursing up to \$1250 of the \$2500 application fee, payable upon verified completion of candidacy (submission of portfolio and completion of assessment center exercises). Any candidate receiving the \$2000 conditional loan from OSPI will still be eligible to be reimbursed for the \$500 initial deposit upon verified completion of candidacy; Providing a support program to be run by a paid, trained facilitator. This support program will be made available at no cost to all LCSD candidates, and will also be available to candidates from outside the district for a fee, depending on availability; Providing up to, but not exceeding, \$250 of additional support per candidate, to be used at the candidate's discretion. Possible uses of this fee include: up to 2 ½ release days to work on candidate's portfolio, any extra supplies necessary for candidacy, registration and travel expenses to outside workshops or training sessions related to National Board candidacy (e.g. Jump Start, Home Stretch). Any expenses incurred above and beyond the \$250 allocated per candidate will be the responsibility of the candidate; Access to a video camera suitable for recording and producing DVDs for submission with candidate's portfolio.

LAKE WASHINGTON LWSD candidates seeking National Board Certification are provided free in district support through the cohort support class provided by National Board certified teachers who have completed NB facilitator training. The cohort support class meets monthly on nonschool days. In addition, LWSD provides 3 release days, for each candidate, per year to be guided by the NB facilitators. The candidates receive credit or clock hours by attending the cohort class. The district offers

a no-interest loan to help candidates with expenses. The district will pay the \$2,500.00 certification fee up front and the teacher agrees to make payments to reimburse the district. Teachers who opt to have the district pay must then agree to serve on a support group for new teachers' professional development as part of the state's requirement for continuing certification for new teachers. The district also offers the use of technology support such as video equipment and microphones. LWSD retake candidates receive similar support.

LAKESWOOD: Teachers may use their annual \$450 professional development funds to assist with National Board fees.

LIBERTY: The Liberty School District provides candidates up to three release days and use of buildings and equipment.

LOPEZ ISLAND: Lopez Island School District offers its teachers use of district equipment and facilities and National Board candidates may also be reimbursed \$250 per school year for tuition expenses related to their certification.

LYNDEN: The District provides \$1,150 to each teacher working on the program and will provide three (3) days of release time or the teacher may be reimbursed at the sub rate of pay for up to three (3) days for time spent outside the school day. Upon attainment of National Board Certification, the teacher will receive an annual stipend of \$1000.

MANSON: Manson School District provides release time for teachers working on their national board certification. Teachers may also apply for additional financial support from an established professional development fund.

MARYSVILLE: The district provides five release days for National Board work. Marysville also provides National Board candidates access to Tuition Reimbursement funds of \$500 for 0-5 yrs experience and \$200 for over 5 yrs experience. In addition, any unused dollars in the pool can be accessed the following year through a pooling process outlined in the Collective Bargaining Agreement.

MEAD: The district allows teachers to use their \$500 professional fund toward National Board fees.

MERCER ISLAND: The district provides full \$2500.00 reimbursement of the fee, tuition

reimbursement for participation in U of WA support class, 1 substitute day, video camera, microphone and technical support.

MONROE: Monroe Public Schools provides each teacher with \$510 for tuition or supplies. Teachers could use these dollars to support their National Board process.

MOSES LAKE: Moses Lake offers a \$500 scholarship, two release days for portfolio and assessment preparation, use of school equipment, local facilitation at a reduced cost, and free clock hours. Teachers may also be eligible for up-to an additional \$1,020 in tuition reimbursement (\$500), professional growth funds (\$320), and professional development funds (\$200).

MOUNT ADAMS: Mount Adams School District allows the use of up to eight teacher directed optional days to work on portfolios.

MOUNT VERNON: As a part of our MVEA CBA, Mount Vernon Schools offers reimbursement up to \$150 to be applied to tuition, workshop fees, travel expenses, accommodations or other expenses incurred during the professional development outside the contract day/year. We also offer compensation at the per diem rate for attending one day of professional development outside the contract day/year at the employee's discretion. Both of these can be used for National Board Certification. Additionally and outside the contract, we provide up to two days of substitute time for teachers to work on their portfolios. Additional support has been provided through the Summit grant to pay for cohort support, retakes, and WEA jumpstart.

NACHES VALLEY: The Naches Valley School District allows up professional day release time for required meetings and classes, personal leave days for portfolio preparation and use of district equipment and meeting space.

NASELLE-GRAYS RIVER VALLEY SCHOOL DISTRICT: The district allows \$1000 per teacher to be used for individual staff development funds, along with district and building staff development which are pooled at the end of the year. The district also offers substantial support to staff willing to pursue

excellence in their field. Most teachers have all their tuition paid in full.

NINE MILE FALLS: The Nine Mile Falls School District offers four paid release days for portfolio work. Upon successfully completing certification, NBCTs are reimbursed \$1000 of the National Board fee.

NOOKSACK VALLEY: Offers \$500 in fee support for each teacher pursuing National Board.

NORTHPORT: The Northport School District supports NBC by paying for substitutes, travel, and release time as requested by the teacher. Beginning this year, they also pay the benefits which results from the state stipend.

NORTHSHORE: The Northshore School District offers interest free loans for the National Board fee.

NORTH MASON: The district offers a \$500 stipend per candidate, two days paid release time upon approval from the principal and use of video equipment and other supplies.

NORTH THURSTON: The district also provides two release days, provides an in-district support group, and allows use of district equipment.

OCOSTA: The Ocosta School District provides three release days, use of district equipment and technology, use of district transportation.

OKANOGAN: The Okanogan School District gives a one-time \$500 stipend for successful completion of the portfolio and assessment center. Candidates can also use three professional days for candidacy work. The district also provides a stipend to a current NBCT to work with prospective candidates.

OLYMPIA: The Olympia School District allows access to video cameras and omni-directional microphones and free copying of videos and portfolio entries. OSD also has a formal cohort established to provide on-going support and advice to candidates.

OMAK: The Omak School District allows use of two personal leave days for National Board work.

ORTING: The district will allocate \$5,000 annually to encourage employee participation. The \$5,000 will be distributed on a first come first served basis as follows: *The district will reimburse up to \$1000 for expenses related to participating in the program.*

Employees will provider verification to the district that the employee took the test. The employee will return the

reimbursement to the district if the test is not taken. Any funds no utilized from the \$5,000 will be added to the staff development funds (Article III P) for the following year. As an alternative to reimbursement of fees, the district may arrange to pay fees directly to an institution on behalf of the employee. Teachers may apply for this incentive one time only.

OTHELLO: The Othello School District provides the following to those teachers participating in a National Board Program: In-District Facilitator who supervises the program; Release time for Board Examinations; \$500.00 Tuition reimbursement for credits earned; Video Taping Support Services.

PASCO: The Pasco School District offers \$300 in financial assistance.

PATEROS Pateros offers \$500 towards tuition and financial support on the cost of the National Board's coach. They offer two release days and support on the videotaping along with support for the costs of Jump Start.

PENINSULA: If approved by the district, a first time candidate will receive group support by an in-district team of National Board Certified teachers. If the candidate is a re-take candidate, they will receive group support by an in-district National Certified teacher. Additionally, one release day will be available for first time candidates. First time candidates will also be provided access to videotaping equipment.

POMEROY: Pomeroy School District #110 offers candidates 5 days of substitute time, through Title II funds.

PORT ANGELES: Port Angeles Education Association has bargained release days for the Assessment Center exercises and for portfolio preparation. Staff development funds can be applied to NBPTS.

PORT TOWNSEND: Port Townsend SD provides support for half of the National Board fee to teachers. Teachers are also provided three release days with substitutes in order to complete the required candidacy work. Uses of district resources are available for staff to use as they complete requirements of the portfolio. Tuition for one cohort class is also paid by the district in part of the teacher's plan of professional development. Each teacher may

also use their own Professional Growth funds toward National Board costs.

PULLMAN: The Pullman School District provides substitutes teachers for candidates to be released for box packing.

PUYALLUP: The Puyallup School District provides \$765 towards certification fees, two release days for the candidate and 1 release day for a critical friend. In-district cohort facilitation is provided at no cost to the candidate. Cohorts meet once a month and 5 'Super Saturday Events' provide additional support for our candidates. Candidates have access to district copiers and videotaping equipment is provided for each candidate's use. Instructional coaches are available to assist in the videotaping process. The cost of a Pre-Candidacy course is covered for all interested candidates.

QUINCY: Quincy School District gives NBCT candidates three release days to work on requirements for certification. Additionally, the district pays the \$500.00 facilitation fee for the 1st 10 candidates and offers free clock hours for attendance at in-district facilitation cohort meetings. The district pays an in-district facilitator the \$500.00 per candidate facilitation fee for up to 10 candidates currently, as specified in our contract.

RENTON: The district provides a district facilitator, \$500, a sub day, and assistance with videotaping.

REPUBLIC: Provides a onetime reimbursement to candidates up to \$600 towards signing up for the National Board program.

RICHLAND: The Richland School District offers one release day, video taping assistance, and use of district equipment. Candidates also receive \$500 to use for a support program.

RIDGEFIELD: The Ridgefield School District offers \$750 in fee support to candidates.

RIVERVIEW: The Riverview School District #407 in Carnation/Duvall and surrounding areas provides \$500 for each candidate toward tuition, release time, materials, or other needs specific to National Board Teacher Certification. Additional money is provided from the building or district level depending on need and funding availability. Technical assistance is also available to assist with video recording.

SAINT JOHN: The district provides release time and access to district equipment.

SAN JUAN ISLAND: San Juan Island School District provides access to district equipment for filming, editing and copying materials. Free district cohort facilitation is provided by a National Board Certified teacher who has completed the OSPI facilitator training.

SEATTLE: The district funds one part-time district coordinator, the use of meeting space and access to video equipment. Additional support is offered each year, depending upon budget availability.

SELAH: The Selah School District offers three days of releases time and access to district technology.

SEDRO-WOOLLEY: The Sedro-Woolley School District offers \$2000 for National Board candidates (\$1000 a year for two years). It can be used for release time, fees, materials, etc...

SEQUIM: 2 days release time to be used at candidate's discretion. There is also access to the Professional Growth fund along with access to district video equipment and copiers. District facilitation group.

SHELTON: Shelton School District provides up to two release days for six people per year to work on portfolios.

SHORELINE: The Shoreline Education Association has bargained payment of half of the fee for National Board Certification candidates. Shoreline School District also sponsors an in-district support group for its candidates. Candidates are now provided one release day to work on their program.

SNOHOMISH: Employees who are candidates for initial National Board Certification will be eligible for either of the following benefits: Reimbursement of \$1000 upon submission of evidence of candidacy for National Board Certification, or Five (5) days of release time for required duties for National Board Certification.

SNOQUALMIE VALLEY: The district allows reimburses up to \$1000 for the National Board fee.

SOUTH KITSAP: South Kitsap School District provides video cameras, PZM mics, a tripod and a DVD burner for each school for the use of 1) National Board candidates, 2) Pro Cert candidates, 3) mentors, 4) instructional specialists.

SOUTH WHIDBEY: The district has agreed that \$815.00 will be reimbursed for all SWEA staff who incurs expenses associated with the National Board certification process.

SUMNER: The Sumner School District provides \$1,000 for candidates to use for fee support. The district offers in-district facilitation groups for first time and advanced candidates. Sumner also registers teachers to attend WEA's Jump Start orientation program.

SUNNYSIDE: The Sunnyside School District gives \$750 in tuition reimbursement to be used for National Board fees.

TACOMA: Tacoma Education Association and Tacoma Public Schools worked in partnership to secure private grant funding. Tacoma National Board Project Scholarship recipients will receive up to \$1500 toward candidate fees, two release days, and in-district candidate support.

TAHOMA: The district provides facilitated support, fee support, DVD preparation support, equipment and printing/copying resources, and paid NBCTs to review entries.

TENINO: The Tenino School District provides two release days for National Board work.

TOLEDO: The Toledo School District supports National Board candidates with release time and use of district facilities and equipment.

TONASKET: The Tonasket School District provides \$1,000 in fee support for candidates working on their National Board certification.

TOPPENISH: The Toppenish School District provides \$500 after completion of the portfolio.

TUKWILA: The Tukwila School District provides an in-district facilitator and space for cadre meetings. Salary Enhancement funds of \$1,200 per FTE can be used towards candidate fees. In addition, candidates who have 4+ years of satisfactory evaluations with the district are eligible for Professional Growth Option and an additional \$750.00 per FTE which can be applied towards National Board fees and/or release time. Candidates have access to district copiers and videotaping equipment. District NBCT's also receive a \$1,000 stipend per FTE which is in addition to the state stipend.

TUMWATER: District offers fee reimbursement through the credit reimbursement pool, provides access to district video equipment and copiers, and hosts in-district facilitation meetings.

UNION GAP: The Union Gap School District allows candidates to use scheduled professional development time for National Board work.

Candidates can apply for financial assistance through the Union Gap Education Association.

UNIVERSITY PLACE: The district's plan of support includes a \$500 stipend upon submission of portfolio, two release days, a monthly cohort support group led by NBCT certified leaders, coaching assistance, and technology support. They also fund fees and provide substitute coverage for candidates at workshops such as Jump Start, ESD workshops, and courses offered by the Pierce County Staff Development Consortium.

VANCOUVER: Vancouver Public Schools provides \$875 guaranteed professional development funds, residual funds up to \$1625 for 1.0 FTE educators, contingent on availability of funds two release days for portfolio work or to attend an assessment center, and videotaping support. Educators may also elect to use their two personal leave days to support efforts.

VASHON: Vashon Island School District pays half of the fee of an in-district facilitator and provides space for cadre meetings. Candidates have access to district copiers and videotaping equipment.

WALLA WALLA: The district offers two release days and \$500 toward a candidate support program.

WARDEN: Warden provides teachers with \$1500 towards their certification costs within district candidate support. They also have 3 release days for prep and testing.

WASHOUGAL: The District will provide two (2) hours of video support. Employees will also be granted up to three (3) release days to complete projects and requirements. Employees may access their professional development allocation to support their efforts at national board certification.

WENATCHEE: Wenatchee School District provides 2 release days for National Board preparation, video equipment, and up to two hours of paid videotaping support. During candidacy year, candidates can use up to \$1000 (one-time) for National Board expenses. Tuition reimbursement of \$450 - \$900 can be used

before and after the candidacy year. An additional 2 days of release provided if classroom lessons need to be transcribed from Spanish to English.

WHITE RIVER: The White River School District provides \$1000 to be used for candidate fees, materials for release days.

WILBUR: The district allows use of \$400 professional funds for fee support, six release days to work on the portfolio, use of building meeting space and video and copying equipment.

WILLAPA VALLEY: Willapa Valley School District offers \$350 toward support and two professional development days.

WOODLAND: The district offers use of \$300 professional development funds to cover cost of NB application fee and/or cohort. Priority is given to National Board Candidates to tap into an additional \$1000 to cover fees based on the remaining professional development funds at the end of the year.

YAKIMA: The Yakima School District provides: A district NB cohort with YSD NB facilitators; candidate reimbursement for a portion of the facilitator fee (approximately \$100 to \$200); one release day (substitute coverage) for the candidate to take their NB assessment; building based support, use of classrooms for meetings, copiers, and use of available technology; the Take One! program – offering candidates monthly onsite NB –led seminar support for the nominal fee of \$100; The Yakima Education Association bargained an annual \$1000 salary bonus for NBCTs for the life of the certificate. New for 2010-2011! - Year 2 and 3– Advanced Candidate Assistance for \$150 facilitator fee includes up to 3 meetings, one on one with a YSD NB facilitator to develop a plan of action for either portfolio retakes or assessment center retakes.

ZILLAH: Zillah School District offers 3 release days per year, access to a computer, video equipment, copy machines, fax, and phone. Also provide mentoring services from previously NBC teachers in the district and \$350 reimbursement upon certification.