

CHAPTER 3

3.1.25 National Board Certification. (Approved 04/26/05), (Amended 09/27/05), (Amended 06/19/07)

3.1.25.1 Philosophy

The Marshall County Board of Education recognizes the National Board for Professional Teaching Standards teacher certification process as beneficial in developing teacher skills and competencies which promotes more effective student learning and achievement. The Marshall County Board of Education recognizes that achieving National Certification in speech-language pathology, audiology or counseling results in a rigorous process of demonstrating knowledge and skills and results in highly trained and capable employees. Therefore, the Board of Education believes that efforts to encourage, support and reward teachers, speech-language pathologists, audiologists, and counselors who seek and attain national certification will have a positive impact on the quality of instruction and services for our students.

3.1.25.2 Support

To encourage participation in the National Board Standards process, the system will provide information, upon request, to explain the process and provide information about the support offered by the Board of Education and other possible sources of funding to assist employees with the required participation fee.

3.1.25.3 Salary Supplement

As a reward for employees who have attained National Board Certification while employed by the Marshall County Board of Education, the Marshall County Board of Education shall pay an annual salary supplement of \$2,000.00 for those employees recognized and receiving a salary supplement from the West Virginia Department of Education. This supplement shall be prorated for the remaining contract term for the current year the employee receives National Board Certification. The supplement will be based on the full 180-day contract and will be prorated if the employee does not work the entire school year.

3.1.25.4 Mentorship

The Marshall County Schools Board of Education will expect employees who attain national certification to serve as mentors and provide support and guidance to other employees who seek national certification.