

CHAPTER 84  
FINANCIAL INCENTIVES FOR NATIONAL BOARD CERTIFICATION

**281—84.1(256) Definitions.** For the purpose of these rules, the following definitions apply:

*“A person who receives a salary as a classroom teacher”* means a teacher employed by a school district in Iowa who receives any salary compensation from the school district for providing classroom instruction to students in the district.

*“Department”* means the Iowa department of education.

*“Director”* means the director of the Iowa department of education.

*“Employed by a school district in Iowa”* means a teacher employed in a nonadministrative position in an Iowa school district pursuant to a contract issued by a board of directors of a school district under Iowa Code section 279.13 and any full-time permanent substitute teacher who is employed under individual contracts not included under Iowa Code section 279.13 but who is receiving retirement and health benefits as part of the substitute teacher’s contract.

*“National Board Certification”* or *“NBC”* is a nationwide certification program administered by the National Board for Professional Teaching Standards.

*“National Board for Professional Teaching Standards”* or *“NBPTS”* is a private nonprofit organization whose goal is to develop professional standards for early childhood, elementary and secondary school teaching. NBPTS administers the NBC program.

*“School district”* means a public school district under Iowa Code chapter 274.

*“Teacher”* means an Iowa-licensed teacher as defined in Iowa Code section 272.1.

[ARC 7423C, IAB 12/27/23, effective 1/31/24]

**281—84.2(256) Registration fee reimbursement program.** The department will administer a registration fee reimbursement program in each year for which the legislature appropriates funds.

**84.2(1) Eligibility.** Teachers seeking reimbursement under this rule will apply to the department within one year of registration with NBPTS and meet all of the following qualifications:

- a. The individual has all qualifications required by NBPTS for application for certification.
- b. The individual is a teacher employed by a school district in Iowa and receives a salary as a classroom teacher.
- c. The individual completes the department’s application process, which includes verifying NBC registration.
- d. The individual has not received reimbursement from this program at any previous time.

**84.2(2) Reimbursement.** Teachers determined eligible will receive reimbursement in the following manner:

a. *Initial registration fee reimbursement.* Each eligible teacher will receive an initial reimbursement of one-half of the reimbursement fee charged by NBPTS or, if necessary, a prorated amount upon submission to the department of the NBC registration confirmation form provided to each teacher by NBPTS.

b. *Final registration fee reimbursement.* The final registration fee reimbursement of one-half of the reimbursement fee charged by NBPTS will be awarded when the eligible teacher notifies the department of the teacher’s certification achievement and submits verification of certification. If an eligible teacher fails to receive certification, the teacher can receive the remaining reimbursement if the teacher achieves certification within three years of the initial NBC score notification.

c. *Amount of reimbursement.* If funds are appropriated by the legislature, each eligible teacher who applies under this rule will receive the registration fee reimbursement. If in any fiscal year the number of eligible teachers who apply for the reimbursement exceeds the funds available, the department will prorate the amount of the registration fee reimbursement among all eligible teachers.

[ARC 7423C, IAB 12/27/23, effective 1/31/24]

**281—84.3(256) NBC annual award.** If funds are appropriated by the legislature, each eligible NBC teacher will qualify for an NBC annual award. If in any fiscal year the funds appropriated are insufficient to pay the maximum amount of the annual awards to each eligible teacher or the number of teachers

eligible to receive annual awards exceeds 1,100 individuals, the department will prorate funds among all eligible teachers. An eligible teacher who receives NBC certification after May 1, 2000, will receive an annual award of up to \$2,500 per year or a prorated amount for a maximum period of ten years. An otherwise-eligible teacher who possesses a teaching contract that is less than full-time will receive an award prorated to reflect the type of contract (half-time, quarter-time, etc.).

**84.3(1) Eligibility.** In addition to having registered with NBPTS and achieving certification within NBPTS-established timelines and policies, individuals eligible for the NBC annual award will meet all of the following qualifications:

- a. The individual is a teacher who has attained NBC certification.
- b. The individual is employed by a school district in Iowa and receives a salary as a classroom teacher.
- c. The individual completes the department's annual application process, in a manner prescribed by the department.
- d. The individual has received no more than ten annual awards, including the annual award currently sought.
- e. The individual is applying for the award within one year of being eligible for the award.

**84.3(2) Application.** To receive an award under this rule, an NBC teacher will submit an application verifying eligibility for an NBC award to the department by May 1. The department will issue NBC awards to eligible NBC teachers no later than June 1.

[ARC 7423C, IAB 12/27/23, effective 1/31/24]

**281—84.4(256) Appeal of denial of a registration fee reimbursement award or an NBC annual award.** Any applicant may appeal the denial of a registration fee reimbursement award or an NBC annual award to the director of the department. Appeals will be in writing, signed, and notarized; will contain a short and plain statement of the reasons for appeal; will be based on a contention that the process was conducted outside statutory authority or violated state or federal law, regulation or rule; and will be received within ten working days of the date of the notice of denial. The hearing and appeal procedures found in 281—Chapter 6 that govern the director's decisions will apply to proceedings under this rule. The director's decision is due within a reasonable time, not to exceed 30 days from the date of the hearing.

[ARC 7423C, IAB 12/27/23, effective 1/31/24]

These rules are intended to implement Iowa Code section 256.44.

[Filed emergency 9/16/98—published 10/7/98, effective 9/16/98]

[Filed 11/19/98, Notice 10/7/98—published 12/16/98, effective 1/20/99]

[Filed emergency 8/16/99—published 9/8/99, effective 8/16/99]

[Filed 10/21/99, Notice 9/8/99—published 11/17/99, effective 12/22/99]

[Filed 6/4/04, Notice 2/4/04—published 6/23/04, effective 7/28/04]

[Filed 11/20/08, Notice 8/27/08—published 12/17/08, effective 1/21/09]

[Filed ARC 0523C (Notice ARC 0301C, IAB 8/22/12), IAB 12/12/12, effective 1/16/13]

[Filed ARC 7423C (Notice ARC 7097C, IAB 10/4/23), IAB 12/27/23, effective 1/31/24]