

NATIONAL BOARD  
**NBRC**  
RESOURCE CENTER  
*at*  
ILLINOIS STATE UNIVERSITY

# INCENTIVES FOR NATIONAL BOARD CERTIFICATION OFFERED BY ILLINOIS DISTRICTS

JULY 2022

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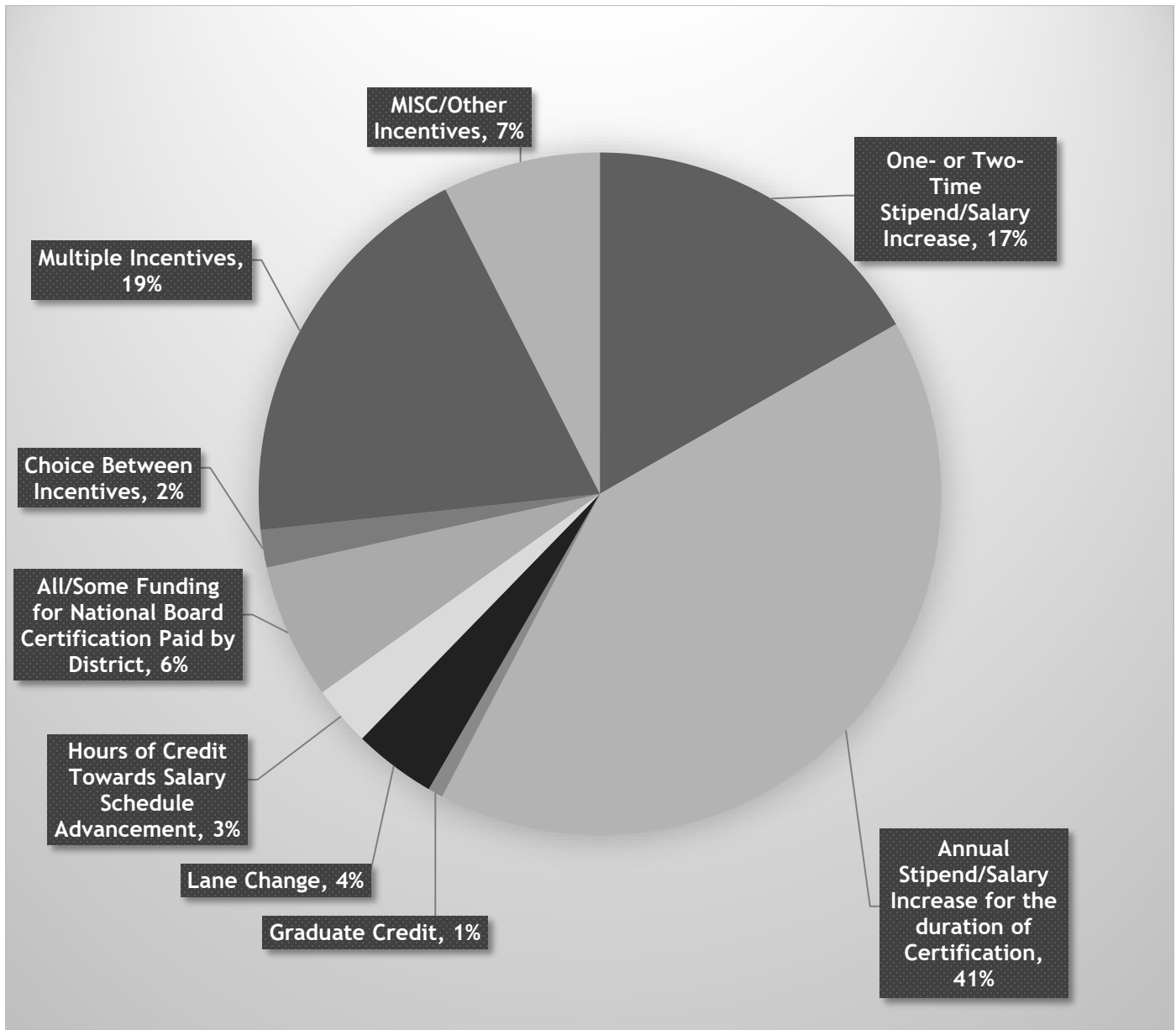
# GENERAL INFORMATION

The National Board Resource Center (NBRC) gathers incentive data on a quarterly basis. As of June 2022, there are 281 districts and facilities in Illinois that offer several types of incentives for National Board certification.

## Incentive Types

The NBRC has defined nine (9) broad categories for incentive types. Districts and facilities in Illinois offer annual stipend/salary increase for the duration of certification, one- or two-time stipend/salary increases, all or some funding for National Board certification, lane changes, hours of credit towards salary schedule advancement, graduate credit, miscellaneous/other incentives, a choice between the aforementioned incentives, or multiple incentives for National Board certification.

## Breakdown of Offered Incentives for National Board Certification by Type



| DISTRICT/FACILITY NAME          | CBA TERM END | INCENTIVE TYPE   |
|---------------------------------|--------------|--|
| Adlai E Stevenson HSD 125       | 2026         | All/Some Funding for National Board Certification Paid by District |
| Alden Hebron SD 19              | 2023         | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Alsip-Hazelgreen-Oaklawn SD 126 | 2023         | <a href="#">Multiple Incentives</a>                                |
| Alton CUSD 11                   | 2022         | <a href="#">Multiple Incentives</a>                                |
| Antioch CCSD 34                 | 2026         | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Arcola CUSD 306                 | 2024         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Arlington Heights SD 25         | 2022         | <a href="#">Multiple Incentives</a>                                |
| Astoria CUSD 1                  | 2024         | All/Some Funding for National Board Certification Paid by District |
| Athens CUSD 213                 | 2024         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Atwood Heights SD 125           | 2024         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Auburn CUSD 10                  | 2024         | All/Some Funding for National Board Certification Paid by District |
| Avoca SD 37                     | 2025         | All/Some Funding for National Board Certification Paid by District |
| Bannockburn SD 106              | 2024         | All/Some Funding for National Board Certification Paid by District |
| Barrington CUSD 220             | 2023         | <a href="#">Multiple Incentives</a>                                |
| Batavia USD 101                 | 2023         | <a href="#">Multiple Incentives</a>                                |
| Beach Park CCSD 3               | 2020         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Belleville SD 118               | 2024         | <a href="#">Multiple Incentives</a>                                |
| Belleville Twp HSD 201          | 2023         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Bement CUSD 5                   | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Benjamin SD 25                  | 2029         | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Bensenville SD 2                | 2022         | All/Some Funding for National Board Certification Paid by District |
| Berwyn North SD 98              | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Bethalto CUSD 8                 | 2022         | Hours of Credit Towards Salary Schedule Advancement                |
| Bethel SD 82                    | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Big Hollow SD 38                | 2023         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Bismarck Henning CUSD           | 2024         | One- or Two-Time Stipend/Salary Increase                           |
| Bloomington SD 87               | 2024         | <a href="#">Multiple Incentives</a>                                |
| Bloom South SD 100              | 2022         | All/Some Funding for National Board Certification Paid by District |
| Blue Ridge CUSD 18              | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Bond County CUSD 2              | 2022         | All/Some Funding for National Board Certification Paid by District |
| Bradley Bourbonnais CHSD 307    | 2023         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Bremen CHSD 228                 | 2023         | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Brimfield CUSD 309              | 2022         | One- or Two-Time Stipend/Salary Increase                           |
| Brookfield Lagrange Park SD 95  | 2023         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Brookwood SD 167                | 2024         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Brownstown CUSD 201             | 2024         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Burbank SD 111                  | 2023         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Butler SD 53                    | 2023         | <a href="#">Multiple Incentives</a>                                |
| Carbon Cliff-Barstow SD 36      | 2024         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Carbondale CHSD 165             | 2025         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Carlinville CUSD 1              | 2022         | <a href="#">Multiple Incentives</a>                                |
| Carlyle CUSD 1                  | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| Cass SD 63                      | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| CCSD 59                         | 2022         | Annual Stipend/Salary Increase for the Duration of Certification   |
| CCSD 62                         | 2023         | <a href="#">Multiple Incentives</a>                                |

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|------------------------------|------|--|
| CCSD 89                      | 2022 | Annual Stipend/Salary Increase for the Duration of Certification |
| CCSD 146                     | 2025 | Lane Change  |
| Central CUSD 4               | 2023 | <a href="#">Miscellaneous/Other Incentives</a>                   |
| Centralia HSD 200            | 2021 | Annual Stipend/Salary Increase for the Duration of Certification |
| Centralia SD 135             | 2023 | Annual Stipend/Salary Increase for the Duration of Certification |
| Champaign CUSD 4             | 2021 | <a href="#">Multiple Incentives</a>                              |
| Chester CUSD 139             | 2023 | <a href="#">Miscellaneous/Other Incentives</a>                   |
| CHSD 117                     | 2027 | <a href="#">Multiple Incentives</a>                              |
| CHSD 128                     | 2022 | <a href="#">Multiple Incentives</a>                              |
| CHSD 155                     | 2022 | <a href="#">Choice Between Incentives</a>                        |
| CHSD 218                     | 2024 | Annual Stipend/Salary Increase for the Duration of Certification |
| CHSD 99                      | 2025 | <a href="#">Multiple Incentives</a>                              |
| Cicero SD 99                 | 2022 | Annual Stipend/Salary Increase for the Duration of Certification |
| City of Chicago SD 299       | 2019 | <a href="#">Miscellaneous/Other Incentives</a>                   |
| Coal City CUSD 1             | 2023 | <a href="#">Multiple Incentives</a>                              |
| Cook County SD 130           | 2022 | <a href="#">Multiple Incentives</a>                              |
| CUSD 308                     | 2023 | <a href="#">Multiple Incentives</a>                              |
| Danville CCSD 118            | 2021 | Annual Stipend/Salary Increase for the Duration of Certification |
| Darien SD 61                 | 2023 | Annual Stipend/Salary Increase for the Duration of Certification |
| Deer Creek-Mackinaw CUSD 701 | 2025 | Annual Stipend/Salary Increase for the Duration of Certification |
| Deerfield SD 109             | 2023 | <a href="#">Multiple Incentives</a>                              |
| DeKalb CUSD 428              | 2023 | <a href="#">Multiple Incentives</a>                              |
| Diamond Lake SD 76           | 2024 | Annual Stipend/Salary Increase for the Duration of Certification |
| District 50 Schools          | 2022 | One- or Two-Time Stipend/Salary Increase                         |
| Du Quoin CUSD 300            | 2022 | Annual Stipend/Salary Increase for the Duration of Certification |
| Dunlap CUSD 323              | 2022 | One- or Two-Time Stipend/Salary Increase                         |
| Durand CUSD 322              | 2022 | Annual Stipend/Salary Increase for the Duration of Certification |
| Dwight Common SD 232         | 2024 | Lane Change  |
| Dwight Twp HSD 230           | 2024 | Lane Change  |
| East Moline SD 37            | 2025 | Annual Stipend/Salary Increase for the Duration of Certification |
| East Peoria SD 86            | 2023 | Annual Stipend/Salary Increase for the Duration of Certification |
| Elmhurst SD 205              | 2024 | One- or Two-Time Stipend/Salary Increase                         |
| Elmwood Park CUSD 401        | 2024 | Annual Stipend/Salary Increase for the Duration of Certification |
| Eureka CUD 140               | 2022 | Annual Stipend/Salary Increase for the Duration of Certification |
| Evanston Township HSD 202    | 2022 | Lane Change/ Hours of Credit Towards Salary Schedule Advancement |
| Evanston-Skokie SD 65        | 2024 | <a href="#">Multiple Incentives</a>                              |
| Evergreen Park ESD 124       | 2022 | <a href="#">Multiple Incentives</a>                              |
| Fieldcrest CUSD 6            | 2024 | <a href="#">Multiple Incentives</a>                              |
| Flanagan-Cornell Dist 74     | 2022 | One- or Two-Time Stipend/Salary Increase                         |
| Forest Park SD 91            | 2019 | Annual Stipend/Salary Increase for the Duration of Certification |
| Four Rivers Spec Educ Dist   | 2020 | <a href="#">Multiple Incentives</a>                              |
| Fox Lake GSD 114             | 2024 | Lane Change  |
| Fox River Grove Cons SD 3    | 2023 | Annual Stipend/Salary Increase for the Duration of Certification |
| Galesburg CUSD 205           | 2023 | <a href="#">Miscellaneous/Other Incentives</a>                   |
| Galva CUSD 224               | 2022 | One- or Two-Time Stipend/Salary Increase                         |
| Geneseo CUSD 228             | 2023 | Annual Stipend/Salary Increase for the Duration of Certification |
| Geneva CUSD 304              | 2023 | Annual Stipend/Salary Increase for the Duration of Certification |

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| Genoa Kingston CUSD 424       | 2022 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Giant City CCSD 130           | 2020 | <a href="#">Multiple Incentives</a>                                |
| Gifford CCSD 188              | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Glencoe SD 35                 | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Glenview CCSD 34              | 2022 | <a href="#">Multiple Incentives</a>                                |
| Golf ESD 67                   | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Grant CHSD 124                | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Grant Park CUSD 6             | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Grayslake CCSD 46             | 2022 | One- or Two-Time Stipend/Salary Increase                           |
| Grundy County Spec Educ Coop  | 2022 | One- or Two-Time Stipend/Salary Increase                           |
| Harlem UD 122                 | 2022 | <a href="#">Multiple Incentives</a>                                |
| Harmony Emge SD 175           | 2024 | All/Some Funding for National Board Certification Paid by District |
| Harrison SD 36                | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Harvard CUSD 50               | 2022 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Harvey SD 152                 | 2020 | One- or Two-Time Stipend/Salary Increase                           |
| Hawthorn CCSD 73              | 2025 | Lane Change  |
| Henry-Senachwine CUSD 5       | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Herrin CUSD 4                 | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Herscher CUSD 2               | 2025 | <a href="#">Multiple Incentives</a>                                |
| Highland CUSD 5               | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Hillsboro CUSD 3              | 2024 | <a href="#">Multiple Incentives</a>                                |
| Hinsdale CCSD 181             | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Hinsdale Twp HSD 86           | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Homer CCSD 33C                | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Homewood SD 153               | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Hononegah CHD 207             | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Hoover-Schrum Memorial SD 157 | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Huntley CSD 158               | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Illini Bluffs CUSD 327        | 2022 | <a href="#">Multiple Incentives</a>                                |
| Illinois Valley CUD 321       | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Indian Prairie CUSD 204       | 2026 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Indian Springs SD 109         | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Iroquois West CUSD 10         | 2023 | Graduate Credit  |
| Itasca SD 10                  | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Jasper County CUD 1           | 2021 | Hours of Credit Towards Salary Schedule Advancement                |
| Kaneland CUSD 302             | 2024 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Kankakee SD 111               | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Keeneyville SD 20             | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Kenilworth SD 38              | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Knoxville CUSD 202            | 2022 | <a href="#">Multiple Incentives</a>                                |
| La Grange SD 102              | 2022 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| La Grange SD 105 South        | 2025 | One- or Two-Time Stipend/Salary Increase                           |
| Lake Forest SD 67             | 2025 | <a href="#">Multiple Incentives</a>                                |
| Lexington CUSD 7              | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Leyden CHSD 212               | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Limestone CHSD 310            | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Lincolnwood SD 74             | 2025 | <a href="#">Multiple Incentives</a>                                |

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| Lisle CUSD 202                      | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Litchfield CUSD 12                  | 2025 | Hours of Credit Towards Salary Schedule Advancement                |
| Lockport SD 91                      | 2022 | <a href="#">Multiple Incentives</a>                                |
| Lombard SD 44                       | 2026 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Lowpoint-Washburn CUSD 21           | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Maercker SD 60                      | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Mahomet-Seymour CUSD 3              | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Maine Township HSD 207              | 2024 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Mannheim SD 83                      | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Marengo CHSD 154                    | 2023 | <a href="#">Multiple Incentives</a>                                |
| Marquardt SD 15                     | 2022 | One- or Two-Time Stipend/Salary Increase                           |
| Massac UD 1                         | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Mattoon CUSD 2                      | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| McHenry CCSD 15                     | 2027 | One- or Two-Time Stipend/Salary Increase                           |
| McHenry CHSD 156                    | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Mercer County School District 404   | 2022 | All/Some Funding for National Board Certification Paid by District |
| Meridian CUSD 15                    | 2024 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Minooka CHSD 111                    | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Monmouth-Roseville CUSD 238         | 2025 | One- or Two-Time Stipend/Salary Increase                           |
| Monticello CUSD 25                  | 2022 | All/Some Funding for National Board Certification Paid by District |
| Morris CHSD 101                     | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Morrison CUSD 6                     | 2024 | All/Some Funding for National Board Certification Paid by District |
| Morrisonville CUSD 1                | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Morton CUSD 709                     | 2024 | All/Some Funding for National Board Certification Paid by District |
| Morton Grove SD 70                  | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Mount Olive CUSD 5                  | 2024 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Mt Vernon Twp HSD 201               | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Mundelein ESD 75                    | 2022 | Hours of Credit Towards Salary Schedule Advancement                |
| Naperville CUSD 203                 | 2025 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Nashville CHSD 99                   | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| New Simpson Hill SD 32              | 2024 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Niles Twp District for Spec Educ    | 2023 | <a href="#">Multiple Incentives</a>                                |
| North Boone CUSD 200                | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| North Chicago SD 187                | 2024 | Lane Change  |
| North Palos SD 117                  | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| North Pekin & Marquette Hght SD 102 | 2022 | <a href="#">Multiple Incentives</a>                                |
| Northwestern CUSD 2                 | 2022 | <a href="#">Multiple Incentives</a>                                |
| O Fallon Twp HSD 203                | 2023 | <a href="#">Multiple Incentives</a>                                |
| Oak Lawn CHSD 229                   | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Oak Lawn-Hometown SD 123            | 2025 | One- or Two-Time Stipend/Salary Increase                           |
| Oak Park ESD 97                     | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Oblong CUSD 4                       | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Olympia CUSD 16                     | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Oregon CUSD 220                     | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Orion CUSD 223                      | 2026 | <a href="#">Multiple Incentives</a>                                |
| Palatine CCSD 15                    | 2026 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Palestine CUSD 3                    | 2026 | Lane Change  |



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| Pana CUSD 8                     | 2024 | <a href="#">Multiple Incentives</a>                                |
| Park Ridge CCSD 64              | 2026 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Pawnee CUSD 11                  | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Paxton-Buckley-Loda CUD 10      | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Payson CUSD 1                   | 2026 | All/Some Funding for National Board Certification Paid by District |
| Pecatonica CUSD 321             | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Pekin CSD 303                   | 2024 | All/Some Funding for National Board Certification Paid by District |
| Pennoyer SD 79                  | 2024 | <a href="#">Multiple Incentives</a>                                |
| Peoria SD 150                   | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Peru ESD 124                    | 2024 | <a href="#">Multiple Incentives</a>                                |
| Pikeland CUSD 10                | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Plainfield SD 202               | 2025 | One- or Two-Time Stipend/Salary Increase                           |
| Plano CUSD 88                   | 2025 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Pleasantdale SD 107             | 2022 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Pontiac CCSD 429                | 2021 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Pontiac Twp HSD 90              | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Posen-Robbins ESD 143-5         | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Potomac CUSD 10                 | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Prairie-Hills ESD 144           | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Putnam County CUSD 535          | 2023 | <a href="#">Multiple Incentives</a>                                |
| Quincy SD 172                   | 2025 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Raccoon CSD 1                   | 2025 | One- or Two-Time Stipend/Salary Increase                           |
| Ramsey CUSD 204                 | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Rantoul Township HSD 193        | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Reavis Twp HSD 220              | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Red Bud CUSD 132                | 2023 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Reed Custer CUSD 255U           | 2027 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Rich Twp HSD 227                | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Richland GSD 88A                | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Ridgewood CHSD 234              | 2026 | <a href="#">Multiple Incentives</a>                                |
| Riverside SD 96                 | 2025 | <a href="#">Multiple Incentives</a>                                |
| Riverside-Brookfield Twp SD 208 | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Riverview CCSD 2                | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Roanoke Benson CUSD 60          | 2022 | All/Some Funding for National Board Certification Paid by District |
| Robinson CUSD 2                 | 2024 | Hours of Credit Towards Salary Schedule Advancement                |
| Rochester CUSD 3A               | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Rock Island SD 41               | 2024 | <a href="#">Multiple Incentives</a>                                |
| Roselle SD 12                   | 2023 | Hours of Credit Towards Salary Schedule Advancement                |
| Roxana CUSD 1                   | 2022 | Hours of Credit Towards Salary Schedule Advancement                |
| Salem CHSD 600                  | 2022 | One- or Two-Time Stipend/Salary Increase                           |
| Sandwich CUSD 430               | 2023 | Lane Change  |
| Sangamon Valley CUSD 9          | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Schiller Park SD 81             | 2026 | <a href="#">Multiple Incentives</a>                                |
| SD U-46                         | 2022 | Graduate Credit  |
| Serena CUSD 2                   | 2023 | Lane Change  |
| Shiloh Village SD 85            | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Skokie SD 68                    | 2026 | <a href="#">Multiple Incentives</a>                                |



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| Skokie SD 69                     | 2023 | <a href="#">Multiple Incentives</a>                                |
| Skokie SD 73-5                   | 2022 | <a href="#">Choice Between Incentives</a>                          |
| Somonauk CUSD 432                | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| South Central CUD 401            | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| South Holland SD 151             | 2022 | <a href="#">Multiple Incentives</a>                                |
| Spec Educ Dist Lake County/Sedol | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Spoon River Valley CUSD 4        | 2023 | All/Some Funding for National Board Certification Paid by District |
| St Charles CUSD 303              | 2023 | Lane Change  |
| St Elmo CUSD 202                 | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| St Joseph Ogden CHSD 305         | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Sterling CUSD 5                  | 2026 | <a href="#">Miscellaneous/Other Incentives</a>                     |
| Sullivan CUSD 300                | 2021 | One- or Two-Time Stipend/Salary Increase                           |
| Sunnybrook SD 171                | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Sunset Ridge SD 29               | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Taylorville CUSD 3               | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Township HSD 211                 | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Township HSD 214                 | 2024 | <a href="#">Multiple Incentives</a>                                |
| Tremont CUSD 702                 | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Triad CUSD 2                     | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Tri Valley CUSD 3                | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Trico CUSD 176                   | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Tuscola CUSD 301                 | 2022 | All/Some Funding for National Board Certification Paid by District |
| Unity Point CCSD 140             | 2022 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Urbana SD 116                    | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Valley View CUSD 365U            | 2021 | <a href="#">Choice Between Incentives</a>                          |
| Vermillion Assoc for Spec Educ   | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Waltham CCSD 185                 | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Washington SD 52                 | 2022 | All/Some Funding for National Board Certification Paid by District |
| Waterloo CUSD 5                  | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Waukegan CUSD 60                 | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Waverly CUSD 6                   | 2020 | <a href="#">Multiple Incentives</a>                                |
| West Aurora USD 129              | 2023 | <a href="#">Choice Between Incentives</a>                          |
| West Carroll CUSD 314            | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| West Central CUSD 235            | 2024 | One- or Two-Time Stipend/Salary Increase                           |
| Western CUSD 12                  | 2025 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Western Springs SD 101           | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Will County SD 92                | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Willow Springs SD 108            | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Wilmette SD 39                   | 2023 | <a href="#">Multiple Incentives</a>                                |
| Wilmington CUSD 209U             | 2021 | <a href="#">Choice Between Incentives</a>                          |
| Winnebago CUSD 323               | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Winthrop Harbor SD 1             | 2023 | One- or Two-Time Stipend/Salary Increase                           |
| Wood Dale SD 7                   | 2023 | Annual Stipend/Salary Increase for the Duration of Certification   |
| Wood River-Hartford ESD 15       | 2025 | One- or Two-Time Stipend/Salary Increase                           |
| Woodland CCSD 50                 | 2022 | Lane Change  |
| Woodland CUSD 5                  | 2022 | One- or Two-Time Stipend/Salary Increase                           |
| Woodridge SD 68                  | 2024 | Annual Stipend/Salary Increase for the Duration of Certification   |

|                           |      |                                     |
|---------------------------|------|-------------------------------------|
| <b>Yorkville CUSD 115</b> | 2022 | <a href="#">Multiple Incentives</a> |
|                           |      |                                     |

## Choice Between Incentives

The following districts and facilities give teachers a choice between National Board certification incentives. Current contract incentive language where available by district and facility is listed below.

### CHSD 155

Acquisition of National Board Teacher Certification (NBCT) will be acknowledged by awarding 15 hours of graduate course credit toward salary lane advancement. Association members at MS+60, who acquire NBCT and, therefore are not eligible for further advancement on the salary schedule, will be granted a one-time payment of \$2000 in lieu of the aforementioned 15 hours credit. No provisions of this clause will be applied retroactively to teachers who have previously acquired NBCT.

### Skokie SD 73-5

The provisions of this side letter will apply to teachers working toward or entering into a program to obtain National Board Certification. 1. Academic course work taken toward National Board Certification will either (1) count toward salary system credit, or (2) count toward earning National Board Certification per Section 3 below, but not both. Academic coursework will remain valid as long as the teacher is in the process of achieving National Board Certification. 2. Academic hours will be awarded not later than one year following achievement of National Board Certification. 3. Any teacher earning National Board Certification may elect a \$ 1,000, one-time non-recurring stipend in lieu of credit toward salary system movement.

### Valley View CUSD 365U

The District will allocate up to \$100,000 annually to be used by National Board Certified Teachers and equivalent Related Service Providers as listed below. The budgeted allocation shall be split equally among the number of eligible Employees, in an amount not to exceed \$2,500 annually. At the request of the eligible Employee, the money may be disbursed in one or more of the following ways:

- a. A stipend
- b. Reimbursement for recertification costs
- c. Reimbursement for attendance at the annual National Board Conference or the approved program annual conference, for the first five (5) Teachers and five (5) related service providers making this request. When electing to receive reimbursement, the Employee may receive any remaining money, in terms of the Employee's equal share of the \$100,000, as a stipend. There will be one payout date each year in June. Proof of up-to-date certification and receipts for reimbursement must be submitted by the Employee to Human Resources by June 1st, or the Employee will not be eligible for these monies.

### West Aurora USD 129

The Administration recognizes the value of National Board Certification. Interested members should contact the District to determine what assistance is available. Upon completion of National Board Certification members will receive the stipend for National Board Certification as indicated on the differential index in Appendix B, unless coursework for the National Board Certification is used for lane movement on the salary schedule and in that case they will get the lane movement instead of the stipend. Members are eligible for this stipend for up to ten years. Members must renew this certification as required based upon the requirements of their original certification date. Speech Pathologists, Psychologists, and Social Workers who received the National Board Certification stipend during the 2016-2017 school year will be grandfathered and will continue to receive the stipend, as long as the certification is current. As a condition of receiving the stipend, the member agrees to stay in the district for five (5) years beginning with the 2017- 2018 school year. Any member leaving the district prior to the end of the fifth school year will be required to repay one stipend for the school year just completed. A committee made up of representatives from the AEA-W and the Administration, will meet to develop criteria for determining awarding the National Board Certification to any newly hired Speech Pathologists, Psychologists, and Social Workers starting with the 2017-2018 school year.

**Wilmington CUSD 209U**

Teachers deciding to complete the National Board Certified Teacher process will be eligible for either: 1. The District to cover registration fees, or 2. The payment of a one-time \$2500 bonus after the completion of all components and the provision of appropriate documentation to the Superintendent. If a teacher chooses to request support from the district in covering registration fees, money will be provided by the district to cover registration and enrollment fees for one component during the initial cycle (\$75 registration and \$475 enrollment fee). Teachers requesting the covering of fees must successfully pass the first component before being eligible for any coverage of fees for any of the three remaining components. If this completion occurs during the 6% pay cap, the \$2500 bonus will be paid September 15 after the employee's retirement as a post retirement bonus. Successful completion of all components and the earning of National Board Certification will also result in the movement of one lane on the salary schedule unless the completion occurs during or leading into the retirement cycle. Any teacher who is already on the MA +30 step of the salary schedule when he or she successfully completes all components of the NBC process will receive an additional \$1,000 in base salary for all years remaining after completion. There will be no horizontal movement or change in placement on the salary schedule.

## **Miscellaneous / Other Incentives**

The following districts and facilities have miscellaneous or otherwise uncategorized incentives for National Board certification. Current contract incentive language where available by district and facility is listed below.

### **Alden Hebron SD 19**

Possible salary schedule move requiring Superintendent approval.

### **Antioch CCSD 34**

Possible lane movement requiring clarification and approval.

### **Benjamin SD 25**

Possible educational advancement requiring clarification and approval.

### **Bremen CHSD 228**

Any teacher newly employed in the District after September 1, 1977 will require a Master's Degree and one of the following combinations to be placed on Lane #7, with the program pre-approved by the Superintendent: A total of sixty (60) hours which must include a Doctor's Degree or a second Master's Degree. A total of forty-five (45) hours and NBCT (National Board Certification of Teachers).

### **Central CUSD 4**

Any full-time teacher who, after the attainment of tenure in the District, completes certification as a certified national teacher through the program recognized by the Illinois State Board of Education (ISBE) and achieves "Master Teacher" certification, the Board shall pay the teacher an additional \$700 upon certification to the Board of the teacher's attainment of Master Teacher. If the teacher remains a full time teacher in the District for the next two (2) consecutive school years, the teacher shall receive \$ 700 for each year paid in the regular June District payroll check for that teacher.

### **Chester CUSD 139**

A candidate in the process of working on their National Board Certification may take 2 release days to work on major projects or receive \$300 to help cover fees not covered by state scholarship on receipt of certification.

### **City of Chicago SD 299**

Commencing July 1, 2016, the BOARD will pay the UNION up to a maximum of \$750,000.00 per year, no more than \$11,000.00 per candidate, for the purposes of candidate support, NBCT renewal, and program management. The program shall be open to all BOARD teachers, counselors, and librarians. For SY2015-16, the Board shall pay to the CTU the following: \$320,000 for training 40 first-time NBCT candidates; \$176,000 for 44 NBCT renewal candidates; and \$150,000 for a management fee. PART 2. INCREMENTS AND STIPENDS. 2A. National Board Certified Teachers. The BOARD shall add the amounts set forth below during the periods set forth below to the base salaries on the teacher salary schedule to teachers who are or become National Board Certified Teachers (NBCTs). Effective Date and Addition: 2019-20: \$2019; 2020-21: \$2080; 2021-22: \$2142; 2022-23: \$2217; 2023-24: \$2295.

### **Galesburg CUSD 205**

In the event of a tie between two or more licensed teachers in a RIF situation, the following order will be used to establish the RIF order and break ties: Current National Board Certification.

### **Genoa Kingston CUSD 424**

Teachers who attain a Master Teacher Certification while in the BA lane will move to the step in the MA lane which provides a minimum of a \$5500 increase. Teachers who attain a Master Teacher Certification while in any MA lane will move to the 2M lane. Provided all necessary approvals have been signed by the Superintendent and verification paperwork has been completed and turned in, a certified employee who earns an advanced degree or National Board Certification (and is not on a retirement track, if one exists) in addition to moving to the appropriate lane as described in Article IX, Section 8 F or in the subsequent school year as outlined in this agreement, will receive a one-time payment in the following amounts : NBC \$2,500.00. Furthermore, while in pursuit of those advanced degrees and or career

enhancement education, upon achieving 15 credit hours past the current degree held, a certified employee, in addition to moving to the appropriate lane as outlined in this agreement, will receive a one-time payment of \$ 1,000. These payments will be made in the subsequent convenient payroll (though no more than two payrolls) following verification of the achievement earned.

#### **Harvard CUSD 50**

To be eligible for reimbursement, teachers wishing to pursue National Board Certification must be employees of District 50 for at least two years prior to enrolling in a National Board Certification program. Teachers must submit proof of payment to be eligible for reimbursement. The District agrees to reimburse teachers \$1,000 per year over the course of three years for the costs of obtaining National Board Certification. Teachers who withdraw from the program before completion must return all reimbursement to the District. Teachers who receive grant money or money from other similar sources are not eligible for reimbursement by the District. Teachers completing National Board Certification and receiving reimbursement from the District in the amount of \$3,000 agree to remain as employees of District 50 for at least three full school years. Teachers who resign prior to their three-year commitment will make restitution to the District for all reimbursement received toward National Board Certification. Teachers who choose to receive graduate credit for their National Board Certification must do so through an accredited college/university. Teachers are eligible for tuition reimbursement for these credits according to the District's tuition reimbursement policy.

#### **Kaneland CUSD 302**

Professional employees completing the National Board of Professional Teaching Standards (NBPTS) requirements for certification as Master Teacher shall be paid a stipend of \$2,208 which includes TRS in that year. A stipend of \$2,208 which includes TRS shall be paid each year thereafter to professional employees securing and maintaining National Board of Professional Teaching Standards (NBPTS) certification as Master Teacher.

#### **La Grange SD 102**

The Board and the Association shall consider establishing during the term of this Agreement additional compensation for teachers who obtain National Board Certification through the National Board for Professional Teaching Standards. Consideration shall begin no later than November 15, 2018, by the Coordinating Council, with recommendations to the Leadership and Communications Council to be made no later than February 15, 2019.

#### **Maine Township HSD 207**

A. The teachers must possess an approved master's degree prior to applying for (NBPTS) certification. B. The teacher must meet all eligibility criteria as established by the NBPTS and have received a Proficient or higher performance rating on his/her most recent evaluation. C. Upon earning NBPTS certification, a teacher may elect to receive sixteen (16) professional growth units on a one-time basis or a stipend of \$1750.00 annually from the District, so long as the NBPTS certification is maintained. If more than 34 teachers elect to receive the stipend per school term, a sum of \$ 60,000 will be prorated equally among those teachers. D. Should a teacher independently (without graduate coursework) complete the process to become NBPTS certified, but not be awarded certification, that teacher will earn three (3) professional growth units upon submission of documentation that the process was completed. If the teacher eventually earns NBPTS certification, the number of professional growth units earned in (c) will be reduced such that the total earned for NBPTS certification does not exceed the number specified in (c) A teacher who elects to receive professional growth unit credit will not be paid an additional stipend specified in (c) E. Verification of NBPTS certification includes an official score report from NBPTS, a copy of the NBPTS certificate, or an Illinois Master Teacher Certificate.

#### **Meridian CUSD 15**

In any school year that the State Board of Education completely defaults and fails to pay the "Master Teacher Stipend," regardless of the stipend's designated amount, then the School Board will pay those teachers entitled to receive the Master Teacher Stipend five-hundred dollars (\$500).

#### **Mount Olive CUSD 5**

The Board of Education agrees to pay for application fees and any additional costs not covered by the state. The Board of Education agrees to pay a stipend of \$500 for four consecutive years to any teacher who receives National Board Certification.

**Naperville CUSD 203**

Educators currently holding National Board Certification shall earn the stipend amount as per Career 203 guidelines.

**New Simpson Hill SD 32**

As a means to encourage teachers to pursue the Master Teacher Certificate issued by the National Board for Professional Teaching Standards, the District will reimburse tuition one time, up to a maximum of \$1,500, for a maximum of one teacher per year based on seniority in the District. The selected teacher must present proof that he/she has attempted the certification process and has incurred tuition costs. In addition, a maximum of one teacher per year, based on seniority in the District, who earns the Master Teacher Certificate will receive a one-time stipend of \$3,000. A teacher will only be eligible for the tuition reimbursement and stipend one time. If more than one teacher becomes eligible for tuition reimbursement or stipend under this section of the contract in a given year, the additional teacher(s) will be paid in the first subsequent year that they are the most senior teacher eligible. Payment of the tuition reimbursement and/or stipend shall be contingent upon there being no obligation on the part of the District pursuant to The School Code, The Pension Code, or any other statute to make any payment to the Teacher Retirement System in order for the teacher to qualify for early retirement before age sixty (60) without a discount or because the teacher's salary increase exceeded the creditable earnings amount allowable by statute that would result in the a TRS penalty being imposed on the District.

**Plano CUSD 88**

If a member or members of the recognized professional negotiations organization desire to attend a state or national meeting, they shall/will be allowed a total of two (2) work days with pay (total number of Association leave days for the membership shall not exceed eight (8) per academic year). No other allowances will be made for financial support. The recognized Association shall be responsible for paying the cost of the substitute.

**Pleasantdale SD 107**

Full-time teachers attaining National Board certification through the National Board for Professional Teaching Standards will receive a \$1,000 payment each year for five (5) years assuming continuous employment.

**Quincy SD 172**

A Licensed Staff Member participating in initial certification or renewal certification through the National Board for Professional Teaching Standards (NBPTS) shall have two (2) leave days for the purpose of portfolio completion.

**Red Bud CUSD 132**

A teacher who receives certification through the National Board for Professional Teaching Standards will be granted an additional nine (9) credit hours for advancement on the salary schedule. , which salary schedule advancement will be effective at the beginning of the school year after the certification is obtained. In order to receive the additional nine (9) credit hours. the teacher must provide the Superintendent a copy of an official transcript reflecting the hours earned while participating in the national certification program.

**Sterling CUSD 5**

Up to the greater of two courses/six (6) credit hours per semester taken during a Sterling Public Schools school term will be considered educational salary credit unless: a) the teacher is required to take more than two courses/six (6) credit hours per semester under either an approved program leading to National Board Certification, or the teacher's approved graduate program; or b) the teacher has the prior approval of the Superintendent, or his/her designee, to take more than two (2) courses/six (6) credit hours for educational salary credit.



## Multiple Incentives

The following districts and facilities offer multiple incentives for National Board certification. Current contract incentive language where available by district and facility is listed below.

### **Alsip-Hazelgreen-Oaklawn SD 126**

The District shall pay all fees necessary for a teacher to achieve National Board Certification. Teachers are encouraged to apply for the annual National Board for Professional Teaching Standards Candidate Fee Subsidy to help defray the costs of the program to the District. After completing the program, the National Board Certified Teacher shall receive an annual stipend of \$1000 for the first five years after certification is attained. This stipend is capped at a total of \$5,000 per teacher. Should the teacher wish to maintain his or her National Board Certified standing, the District shall pay the fees necessary for renewal, but no additional certification stipend shall be awarded.

### **Alton CUSD 11**

Teachers achieving certification from the National Board for Professional Teaching Standards and Master Teacher Certification awarded by the Illinois Teacher Certification Board after the effective date of the 2019-2022 collective bargaining agreement shall be awarded 6 credit hours on the salary schedule and a one-time stipend of \$1,000. Teachers achieving this recognition under previous agreements will continue to receive benefits in effect at the time of their recognition.

### **Arlington Heights SD 25**

Individuals receiving National Board Certification will receive a "once in a career" stipend of \$1,000 increment after the submission of the license to the Personnel Department. In addition, a \$6,000 pool of money will be available each fiscal year for reimbursement to staff members for National Board Teacher License application/renewal/retake fees. To be eligible for these funds, teachers should apply in writing to the Personnel Department by June 1 each year. The funds shall be allocated on a first-come, first-serve basis.

### **Barrington CUSD 220**

National Board Credit: For tenured Teachers who are employed to work at least .6 FTE or more, who have attained National Board certification, a stipend of \$1,500 will be paid annually. Teachers who enroll in the National Board program during the period in which this Agreement is in effect will receive a reimbursement of entrance fees of up to \$1,975 per person, payable at the end of the fiscal year, with the requirement of missing no more than three (3) of the cohort meetings each year. In addition, portfolios must be successfully completed and submitted to NBCT within a two-year cycle. No TRS payments will be made on this reimbursement amount. If more than six (6) Teachers enroll in any single school year, entrance fee reimbursement will be prorated based on \$16,000 divided by the number of Teachers who enroll during that school year. In addition, six (6) board credits will be awarded at the completion of the National Board process, and the District will pay for a support class with a trained facilitator. National Board Credit: For Teachers who have National Board Certification, a stipend of \$1,500 will be paid annually through the expiration date of this Agreement.

### **Batavia USD 101**

If a member of the Bargaining Unit attains the National Board Professional Teaching Standards (NBPTS) designation on his/her PEL as outlined in the Illinois School Code, the District will reimburse the individual for the cost of attaining the designation. For the period of time that the individual holds the designation the following compensation schedule will be applied: Beginning of the Year End of the Year: Years 1-11: \$1,000 per year. Educators working toward a NBPTS designation shall seek approval from the Superintendent or designee before November 1, 2019, to receive compensation as specified above. Educators earning the NBPTS designation thereafter will not receive compensation.

### **Belleville SD 118**

The Board of Education shall "sponsor" up to five (5) Licensed Employees per year for the National Board Certification Program. [...] The Board of Education shall pay \$1,000.00 per year to every Licensed Employee [...] who holds a current National Board Certificate.

**Bloomington SD 87**

The Employer shall pay the full cost of the fee for assessment associated with the attainment of certification by the National Board for Professional Teaching Standards and an additional stipend on Appendix B, Pay Grade 11 for an employee who submits a written application through the Illinois State Board of Education Candidate Subsidy Program on or before June 15, 2011 and achieves certification from the National Board within the normal application and approval cycle.

**Butler SD 53**

National Board Certification is a voluntary program that would include full course reimbursement by the District after any state or federal contribution and a \$5000 recognition payment for earning National Board Certification. The payment will be paid out after National Board Certification completion in two equal amounts over the subsequent two years. Any portion of the award that would create a TRS penalty would not be included in the award.

**Carlinville CUSD 1**

The District will pay \$300 toward the application fee, or the difference if a grant is received, for any teacher working toward National Board Certification. Teachers working on their National Board Certification will also be granted two extra professional leave days if required by NBPTS and approved by the superintendent.

**CCSD 62**

The Board shall pay a stipend to each teacher who acquires National Board Certification equal to \$1,000 per year for each year the teacher maintains such certification. At the end of the certification period, the teacher must recertify in order to continue to be eligible for the stipend. The Board shall also compensate a teacher on a one-time basis for up to \$2,000 in otherwise unreimbursed expenses incurred in acquiring National Board Certification.

**Champaign CUSD 4**

The Board shall pay a stipend to each teacher who acquires a National Board Certificate equal to \$1,500 per year for each year the teacher maintains such certification. At the end of the certification period, the teacher must recertify in order to continue to be eligible for the stipend. Teachers who are new hires to the District will be paid \$1,500 per year for the remaining years on his or her certificate. Subject to the receipt of funding from the State Board of Education, the District shall reimburse a teacher who acquires National Board Certification for the teacher's out-of-pocket application fees up to a maximum reimbursement of \$2500.

**CHSD 117**

A. Stipend: Teachers who attain National Board Certification shall receive an additional stipend of \$1,000 and one lane change per year for each year in which they hold such certification. B. Loan: Teachers who have successfully applied for and entered the National Board Certification Program are eligible to receive an interest-free loan from the District upon submitting proof of payment to the Business Office. The Business Office will reimburse the teacher the combined amount of the Initial Assessment and the Final Assessment fees and begin the payroll deduction of the loan during the next available payday. The loan shall be repaid over a two-year period in installments of equal amounts. The loan will be repaid over 48 pay periods for teachers who receive 24 pays and over 40 pay periods for teachers who receive 20 pays, in accordance to 11.17 Pay Schedule of the CBA. C. Incentive: Upon submitting proof to the Superintendent, or his/her designee, of earning a National Board Certificate, the teacher shall be reimbursed the total amount of the loan. If the teacher has completed all repayments, the District will reimburse the teacher the total amount of the loan. If the teacher is still in the process of repaying the loan, the District will reimburse to the teacher the amount of the total repayment and discontinue the payroll deduction from that point forward. D. Any employee in the MA 60 lane who then receives NBC, shall receive an additional wage amount equivalent to a 2.5% lane change.

**CHSD 128**

No PD credits granted. Teachers will be allotted 3 professional days to work on certification requirements. Completion of program and certification awarded. Once awarded NBCT status, the teacher will receive an annual stipend equal to 2.13 % of the base salary. The district will pay the initial fee and the balance of the assessment fee for each teacher if grant money is not available for this purpose. The District will also pay 50% of the re-take costs for each section not

passed. If the teacher does not receive certification within the timelines defined by the National Board for Professional Teaching Standards, he/she will be responsible for repaying 50% of the initial fee and assessment fee.

#### **CHSD 99**

Teachers successfully completing National Board Certification will be awarded nine (9) D99 Salary credit hours to be applied to a lane change upon official notification to the District verifying the completion of the NBCT certification program. Successful candidates will also be reimbursed their initial registration costs (not to exceed \$650) upon successful completion of the program. Teachers successfully completing National Board Certification who are already in the MA 60 lane of the salary schedule at the time they successfully complete NBCT certification will receive a one-time stipend of \$ 2,000.

#### **Coal City CUSD 1**

Employees may elect to pursue National Board Certification. The incentive program for National Board Certification is as follows: 1. Employees registered for any or all of the four (4) National Board components of the National Board Process, will have fees and costs paid at the time they are due, after they have applied for any state monies available. The employee will be required to complete their work within district. If the district offers support sessions, the employee will be expected to attend 80% of those sessions. 2. If the employee does not submit their entry, they may follow the National Board rules for completion. If the employee does not receive a score for the NB Component they applied for, they will pay the district back in full or follow the guidelines set up for the state monies. Employees will be awarded six (6) hours of internal credit upon receiving a score for each component. 3. If after completing all four (4) components, an employee receives a passing score for the National Board Certification, they will be awarded an additional 6 hours of internal credit. If the employee is in the last lane at the time of completing National Board Certification, the employee will receive a yearly \$1,000 stipend. 4. If the employee does not receive a passing score for the National Board Certification, they may pursue the retake options and will incur the costs involved.

#### **Cook County SD 130**

Association members registered for any or all of the four national Board components of the National Board Process, will have fees and costs paid upon successful completion of the process, after they have applied for any state monies available. The Association member will be required to complete their work within District. If the District offers support sessions, the Association member will be expected to attend 80% of those sessions. If after completing all four components, an Association member receives a passing score for the National Board Certification, they will receive a stipend of \$ 2,500 after providing proof of certification.

#### **CUSD 308**

Teachers who earn National Board for Professional Teaching Standards (NBPTS) Certification will receive a supplemental salary increase stipend in accordance with schedule C for the duration of their certification. National licenses do not qualify for this stipend. National Board Certification must be provided to the Department of Human Resources to receive the stipend. Stipends will be distributed evenly at the end of each semester. In addition, the Board will award up to nine (9) credit hours upon successful completion of National Board Certification. An official transcript must be received in the Department of Human Resources in order to receive this credit. Teachers who earn National Board Certification shall be paid a flat rate of a \$1,100 supplemental salary increase as long as Board Certification is current.

#### **Deerfield SD 109**

In any school year during which a teacher attains National Board Teacher Certification and in each year thereafter during which the certificate is retained, the teacher shall be entitled to a non-cumulative stipend of \$ 2,400.00. In addition, a teacher who attains National Board Teacher Certification and, in connection therewith, completes the grant application process for State reimbursement of expenses for such Certification, shall be reimbursed by the District for any expenses incurred that remain unreimbursed, up to a maximum of \$ 2,000. Teachers who have attained National Board Teacher Certification shall be reimbursed up to a maximum of \$ 1,000.00 for the cost of the recertification.

**DeKalb CUSD 428**

Teachers participating in certification through National Board for Professional Teaching Standards (NBPTS) shall be granted no more than two leave days for the purpose of certification completion during the certification process. Application for such leave will be made to the building Principal. Teachers who receive certification from the National Board for Professional Teaching Standards shall receive, in addition to all other salary and other payments due to said teachers, a one-time stipend of \$ 3500. However, if the teacher is within four years of retirement upon receipt of the stipend, the stipend shall be paid (30) days after the teacher retires from the District and after receipt of his/her last pay. School psychologists and nurses who receive documentation of National Board Certification shall receive, in addition to all other salary and other payments due to said teachers, a one-time stipend of \$ 3500.

**Evanston-Skokie SD 65**

One time, the Board will provide each educator pursuing National Board Certification one paid release day for portfolio preparation and, if the educator obtains National Board Certification, \$500 toward the application fee process. The Board also will pay an educator who obtains National Board Certification during the life of this Agreement a one-time gross stipend of \$1,000.

**Evergreen Park ESD 124**

Certified bargaining unit members who elect to pursue a National Board Certified Teacher (NBCT) certificate from the National Board for Professional Teaching Standards shall receive the following: 1. The Board shall pay the NBCT processing fee. 2. The Board and the certified bargaining unit member shall equally share the NBCT assessment fee beyond any State of Illinois funding for the fee. However, upon completion of the certification, the Board shall reimburse the certified bargaining unit member for his/her share of the NBCT assessment fee. 3. A certified bargaining unit member who holds an active National Board Certificate shall annually receive a five-hundred-dollar (\$500.00) stipend from the Board in addition to a stipend funded by the State of Illinois, if any. If the State of Illinois provides a stipend to a certified bargaining unit member holding an active National Board Certificate, the Board shall contribute to TRS for the stipends at the same rate as the Board's contribution to TRS for normal payroll.

**Fieldcrest CUSD 6**

The Board shall pay the full cost of the fee for successfully completing the National Board for Professional Teaching Standards certification for an employee who submits a written application through the Illinois State Board of Education Candidate Subsidy Program. Once the program is completed, it is understood that the Board's obligation may be reduced by the amount provided by the State Board of Education through its subsidy program. Additionally, the Board will pay those completing National Board Teaching Certification an annual stipend of \$1500 as long as such certification is maintained.

**Four Rivers Spec Educ Dist**

The District shall offer a stipend of Five Hundred and 00/100 Dollars (\$500.00) per year to individuals who hold the following credentials: Nationally Board Certified Teachers. Teachers participating in certification through the National Board for Professional Teaching Standards (NBPTS) shall have two (2) paid leave days for the purpose of portfolio completion.

**Giant City CCSD 130**

The Board will pay an additional \$2,000 per year to the member's base salary when the member has successfully attained and maintains National Board Teaching Standard Certification as outlined by the National Board for Professional Teaching Standards. The teacher, while working toward the National Board Certification will receive release time of 3 days during that given school year. Time to be taken in 1/2 day or whole day blocks with administrative approval.

**Glenview CCSD 34**

The District promotes staff acquisition of the National Board Certification and will provide payment of the required fees for up to five (5) new candidates per year provided the fees are not funded by the state of Illinois. In addition, each candidate will be allowed up to four (4) release days with pay during the candidate's completion of the national board

certification application process. Application to receive District compensation as outlined above should be made according to the procedures developed by the Personnel Committee.

### **Harlem UD 122**

Teachers who obtain National Board for Professional Teaching Standards Certification, psychologists who earn Nationally Certified School Psychologist status, social workers who earn Certified School Social Work Specialist (C-SSWS) status, and speech-language pathologists who earn a Certificate of Clinical Competence in Speech-Language Pathology shall receive a one-time Five Thousand Dollar (\$5,000.00) bonus. In addition, the Board shall pay the TRS contribution per Article 11(E), Base Salary/TRS.

### **Herscher CUSD 2**

Those teachers who successfully complete the coursework for National Board Certification will also receive the State reimbursement for this work within 30 days if received by the District. B. Any teacher who completes the coursework and passes the test to become a National Board Certified teacher will be placed on the Master's degree pay schedule or, if he/she already holds a Master's degree, on the second Master's pay schedule. This increase in compensation will occur beginning with the school year immediately following the completion of this program.

### **Hillsboro CUSD 3**

The Board of Education will pay for or reimburse the application and registration fees for teachers who are accepted as candidates for National Board for Professional Teaching Standards (NBPTS) certification. Teachers shall be required to apply for available candidate subsidies from the state and/or federal government before requesting reimbursement for fees that are paid out of pocket. Teachers who earn and maintain National Board certification will earn additional salary annually in an amount equivalent to 2% of the Schedule A base salary.

### **Illini Bluffs CUSD 327**

Any teacher who obtains National Board Certification will receive additional salary according to the schedule below as long as they maintain their certification. Any teacher who has completed the process is eligible for three graduate credit hours, and any teacher who has achieved Board Certification is eligible for an additional six graduate credit hours. Reimbursement and horizontal movement for these hours is pursuant to guidelines in Article VIII Section E. Upon request teachers receiving the additional compensation will mentor and assist other District teachers. Mentoring is defined as helping other District teachers. For each year a teacher receives and/or maintains National Board Certification, the teacher will receive a stipend in the amount listed below: 2018-2019 \$ 1,000 2019-2020 \$ 1,000 2020-2021 \$ 1,000. Any certified staff currently holding NBCT and receiving this stipend shall continue receiving this stipend. No current or future employee who may obtain NBCT after June 30, 2018 shall be eligible for the stipend outlined in this section. If NBCT stipends become reimbursable again, such stipends shall be made available to any employee who obtains NBCT certification.

### **Knoxville CUSD 202**

Any teacher who acquires certification from the National Board for Professional Teaching Standards will be paid an annual stipend of \$1,500, unless the State of Illinois reinstates an annual stipend, for each year such certification is maintained. Additionally, the district will reimburse the teacher for costs incurred not covered by the State of Illinois in securing such certification, not to exceed \$3,000.

### **Lake Forest SD 67**

Any teacher who meets all the following eligibility requirements shall be paid an annual stipend of \$5,000: Current Certification with National Board for Professional Teaching Standards. Teachers may use part or all of their available tuition reimbursement monies to fund the cost of the NBPTS master teacher certification or recertification program, up to the maximum amount allowed by the contract. Reimbursement for the exam will occur upon successful passage of the exam. All fees shall be repaid to the district by any teacher who fails to complete the program by virtue of voluntarily terminating his/her employment with the District or by failing to pursue completion of the certification program in a fashion which is both continuous and timely. While nine graduate credits are offered through National Board Certification and employees may elect to pursue them, these credits will not be eligible for tuition reimbursement, and will not be applicable toward lane changes.

#### **Lincolnwood SD 74**

Tenured teachers who are in at least Class 3, Level 5 of the salary schedule and who have received an excellent rating on their most recent teacher evaluation may register to achieve certification by the National Board for Professional Teaching Standards (NBPTS) at Board expense up to \$ 2,000. National-Board certified teachers (whether achieved through the Board-paid program described in the preceding paragraph, at the teacher's own expense, or at a prior school in Classes I-IV on the salary schedule) will be paid one salary Class higher than dictated by their educational experience. Nationally Board certified teachers in Classes V-VI on the salary schedule will receive the salary matching their educational experience, and will receive an annual stipend of \$ 2,400 each year their National Board Certificate is active.

#### **Lockport SD 91**

Memo: The following teachers employed by the Board are approved for participation, in accordance with this Agreement, in the Certification program operated by the National Board for Professional Teaching Standards: [Redacted]. The Board will pay up to \$ 536 per year for two years toward the National Board Certification program costs, for each approved teacher. The program must be completed in no more than three years. If a teacher discontinues participation or otherwise fails to complete the program, that teacher will repay to District No. 91 any amounts paid on his/her behalf. The parties agree that the National Board Certification program is not subject to tuition reimbursement or stipend under the 2014-2018 Collective Bargaining Contract between the Board and the Association, except as provided herein. Each teacher may apply for and receive salary schedule lane movement credit to a maximum of 9 credits by establishing graduate credit at an educational institution of her/his choosing. The teacher shall bear all costs and fees associated with obtaining such credits. The Board and the Association agree that this Memo shall be effective only for the specific Teachers named herein, shall not constitute a practice or precedent under the contract, shall not obligate the Board to agree to a similar approval in the future or in another case.

#### **Marengo CHSD 154**

Teachers/counselors obtaining National Board Certification will be allowed two days of professional development leave for work directly related to the completion of the program and reimbursement of fees paid for the National Board Certification program. Upon a passing score of the certification assessment, the teacher/counselor receives a stipend of \$1000 and an annual stipend of \$500 for the duration of the master certificate (Maximum of 10 years).

#### **Niles Twp District for Spec Educ**

The Board shall pay the National Board for Professional Teaching Standards (NBPTS) Certification Application Fee according to the tuition reimbursement schedule set in the Tuition Reimbursement Section of this Agreement. Teachers are eligible to apply if they are tenured in at least Class 2, with 5 years or more of credited experience and have received an "excellent" rating on their most recent teacher evaluation. D. Upon successful completion of and certification by the NBPTS program, the Educator shall advance one class on the salary schedule. E. Professional development credit will be earned and recognized as described in Appendix A, Tables A and B.

#### **North Pekin & Marquette Hght SD 102**

Teachers receiving NBPTS status will be reimbursed for their initial application fee plus the cost of attending the required workshops after the process has been successfully completed. In order to encourage teachers to become Nationally Board Certified, teachers who receive their National Board Certification will move over one lane on the salary schedule, unless they do not have their master's degree, then they will receive a one-time bonus of \$ 1,000.

#### **Northwestern CUSD 2**

Teachers shall be awarded 6 credit hours on the salary schedule and a one-time stipend of \$500 upon their achievement of certification from the National Board for Professional Teaching Standards and Master Teacher Certification awarded by the Illinois Teacher Certification Board.

#### **O Fallon Twp HSD 203**

Teachers who formally enter the National Board Teacher Certification Program will be eligible to receive the following incentives from the Board of Education: (1) Two professional-leave days for use during enrollment in the program. Leave cannot be used the day before or the day after a holiday, unless granted by both the Principal and Superintendent. (2)



An additional stipend of \$ 1,500 each year for a maximum period of ten (10) years commencing the first full school year following the teacher's certification by the National Board. The stipend will be paid in a lump sum upon the official notification of completion of all the requirements for certification. Those seeking recertification after the initial ten (10) years shall be reimbursed applicable fees but will no longer receive the stipend. Teachers planning to seek National Board Certification shall first apply for the "Illinois National Board Certification Candidate Fee Subsidy". Teachers applying for the NBPTS application fee shall pay \$300 with the School Board paying the remaining balance after the "Illinois National Board Certification Candidate Fee Subsidy". In the event that the teacher does not receive the "Illinois National Board Certification Candidate Fee Subsidy", the Board shall pay the NBPTS application fee minus the \$300 provided by the teacher applicant for up to ten (10) applicants. If there are more than ten (10) applicants, selection will be based upon seniority.

#### **Orion CUSD 223**

The Board agrees to advance the difference between state reimbursement and the cost of the application fee of National Board Certification. Upon successful completion of the program, the Board will award the teacher that same amount + \$500 as a one-time completion bonus. Failure to complete the program will result in the advance being deducted from that teacher's paycheck within one school year and the cost of the application fee of National Board Certification. Upon successful completion of the program, the Board will award the teacher that same amount + \$500 as a one-time completion bonus. Failure to complete the program will result in the advance being deducted from that teacher's paycheck within one school year.

#### **Pana CUSD 8**

The Board of Education will pay for or reimburse up to a total of \$ 1,100 per year for the application and registration of fees for teachers who are accepted as candidates for National Board Professional Teaching Standards (NBPTS) certification. Teachers achieving National Board for Professional Teaching Standards certification shall receive \$ 500 per year as supplemental stipend. This annual compensation shall be granted each year of this contract for which certification is valid beginning with the year the certification is achieved.

#### **Pennoyer SD 79**

For teachers who participate in the National Board Certification Program, the District will pay in full the cost of registration and tuition fees. Upon successful completion and certification, the District will provide an annual lump sum payment of \$1000.00 for the life of the certification.; said lump sum payment will not be added to a teacher's base salary.

#### **Peru ESD 124**

National Board Certification Incentive: The Board will reimburse each teacher up to \$1,000 or 50 percent of the total tuition cost, whichever is less, upon successful completion of the National Board for Professional Teaching Standards (NBPTS) program and attainment of the master teacher certificate. Any teacher who holds a master teaching certificate as a result of completing the NBPTS process shall receive an additional annual payment of \$750 so long as the master teaching certificate is maintained.

#### **Putnam County CUSD 535**

The District will pay up to \$500 for the initial fee and the balance of the assessment fee for each teacher if grant money is not available for this purpose. The District will pay a \$500 stipend each year to each teacher who maintains National Board Certification as represented by the Illinois Master Teacher Certificate.

#### **Ridgewood CHSD 234**

The Board of Education will pay the registrations costs for individual teachers applying for National Board Certification. Teachers who complete the National Board Certification process including testing but are unsuccessful will receive a \$ 1,000 stipend for their efforts. Teachers who possess a National Board Certificate will receive a \$ 1,000 stipend annually.

#### **Riverside SD 96**



Teachers who are awarded National Board Certification status [...] will receive a one-time bonus payment of \$3,000.00 in the school year following notice of the [...] eligible certification. Beginning with the school year after the one-time bonus is paid, an annual stipend of \$1,000.00 will also be paid in every subsequent year the Teacher retains eligible National Certification status [...]. Qualified Teachers who were awarded an eligible National Certification status [...] before the 2021-2022 school year will receive the one-time bonus payment during their first year of employment with the district and the annual stipend beginning the following school year for eligible National Certification[...].

#### **Rock Island SD 41**

The District agrees to pay a stipend to each teacher who acquires a National Board Certificate equal to \$ 1,500 per year for each year the teacher maintains such certification to a maximum of ten years or until recertification, whichever occurs first. The teacher must recertify in order to continue to be eligible for the stipend. The District shall reimburse the teacher for the fee associated with obtaining National Board Certification up to \$2,300, provided the teacher has not been otherwise reimbursed through the grant or other source.

#### **Schiller Park SD 81**

For teachers who complete National Board certification [...]documentation of successful completion of courses offered on a pass/fail basis shall be sufficient for reimbursement. Any teacher who [...] earns National Board Certification will receive an annual salary enhancement of One Thousand (\$1,000.00) Dollars.

#### **Skokie SD 68**

For teachers who participate in the National Board Certification program, the District will provide two (2) release days over the course of the initial certification process and pay a one-time stipend of \$2,000 to the teacher upon completion of the certification. Teachers who have National Board Certification and choose to recertify will be provided with two release days over the course of the recertification process.

#### **Skokie SD 69**

1. Upon successful completion and certification, the District will provide a one-time stipend of \$1,500.00. 2. The Board agrees to reimburse teachers having or pursuing National Board Certification for application and renewal fees.

#### **South Holland SD 151**

Teachers who attain National Board Certification will receive a yearly stipend in the amount of \$500 during each year in which they hold National Board Certification. Teachers who hold National Board Certification will receive an additional yearly stipend in the amount of \$1500 during each year in which they serve as mentors for two (2) probationary teachers per year as assigned by the Superintendent or designee.

#### **Township HSD 214**

District will allow two (2) days per year of professional development leave for teacher enrolled in the program for work directly related to the completion of the requirements necessary to successfully complete the program; \$1,000 bonus upon successful completion of and eligibility for the certification. District will reimburse for the cost of recertification for National Board Certification at 75% of the cost.

#### **Waverly CUSD 6**

The District will pay \$300 toward the application fee, or the difference if a grant is received, for any teacher working toward National Board Certification. Teachers working on their National Board Certification will also be granted two extra professional leave days if required by NBPTS and approved by the superintendent. The \$ 300 payment will be reimbursed to the applicant after the successful completion of the National Board Certification. In addition, the Waverly CUSD # 6 will not be responsible for any expenses accrued with this certification. This include but is not limited to: mileage, lodging and meals.

#### **Wilmette SD 39**

Certified teachers who attain the final NBPTS certification will be entitled to: i. Reimbursement for NBPTS out-of-pocket candidate fee ii. Graduate credit as designated by the American Council on Education upon receipt of transcript.

## **Yorkville CUSD 115**

Any teacher who receives the National Board Certification on or after January 1, 2017, shall receive a stipend of \$1,350 per semester for the duration of their Master Teaching Endorsement, unless such payments will trigger a penalty/additional payment to TRS. Proof of a Master Teaching Endorsement is due by January 15 to receive the first semester payment on the final pay period in February or by March 15 to receive the second semester stipend on April 30. Teachers who have already earned their National Board Certification (Master Teacher Endorsement) prior to January 1, 2017 will maintain the Horizontal Lane Movement as stated in the 2012-2015 contract (i.e. Teachers who attain National Board Certification while in a BS lane will move to the MS+0 salary lane. Teachers who attain a Master Teacher Certification while in a MS lane will move to the EDD/PHD lane). Effective July 1, 2022, National Board Certified staff must maintain their endorsement in order to maintain their lane movement.

## **IF YOUR DISTRICT IS NOT LISTED**

Incentives are subject to change. Please refer to your district or facility's current Collective Bargaining Agreement (CBA) or Memorandum of Understanding (MOU) if applicable, or contact an administrator, school board member, workplace representative, and/or human resources department to verify the details of the incentive that applies. If your district or facility incentivizes National Board Certification and your district or facility is not listed on this report, please contact the NBRC ([nbrc@illinoisstate.edu](mailto:nbrc@illinoisstate.edu)) to provide a current copy of your district or facility's CBA or MOU and/or the current National Board Certification incentive policy.

## **Feedback**

We welcome your feedback! If information regarding your district or facility's incentive is incorrectly listed on this report, please contact the NBRC ([nbrc@illinoisstate.edu](mailto:nbrc@illinoisstate.edu)) to provide a current copy of your district or facility's CBA or MOU (if applicable) and/or the current National Board Certification incentive policy.