

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

2023 FEBRUARY

**INCENTIVES for NATIONAL  
BOARD CERTIFICATION  
OFFERED by ILLINOIS DISTRICTS**

National Board Resource Center  
at ILLINOIS STATE UNIVERSITY  
NORMAL, IL 61790-5390

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CAMPUS BOX 5390

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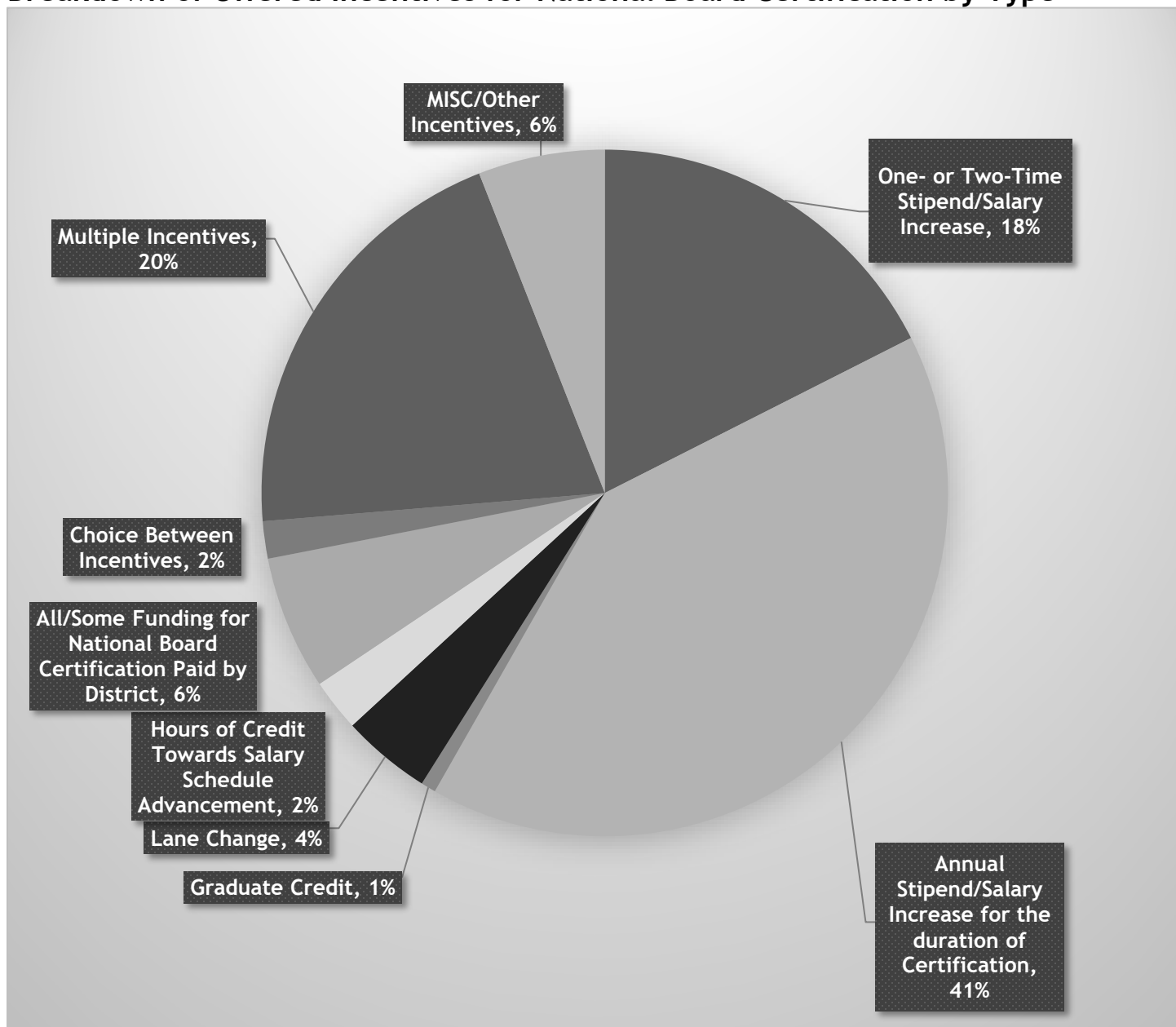
# GENERAL INFORMATION

The National Board Resource Center (NBRC) gathers incentive data on a quarterly basis. As of November 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 or 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	Miscellaneous/Other Incentives
Alsip-Hazlgrn-Oaklwn SD 126	2023	Multiple Incentives
Alton CUSD 11	2025	Multiple Incentives
Antioch CCSD 34	2026	Annual Stipend/Salary Increase for the Duration of Certification
Arcola CUSD 306	2024	Annual Stipend/Salary Increase for the Duration of Certification
Arlington Heights SD 25	2026	Multiple Incentives
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	Multiple Incentives
Batavia USD 101	2023	Multiple Incentives
Beach Park CCSD 3	2020	Annual Stipend/Salary Increase for the Duration of Certification
Belleville SD 118	2024	Multiple Incentives
Belleville Twp HSD 201	2023	Annual Stipend/Salary Increase for the Duration of Certification
Bement CUSD 5	2024	Annual Stipend/Salary Increase for the Duration of Certification
Benjamin SD 25	2029	Miscellaneous/Other Incentives
Bensenville SD 2	2027	All/Some Funding for National Board Certification Paid by District
Berwyn North SD 98	2026	Annual Stipend/Salary Increase for the Duration of Certification
Bethalto CUSD 8	2025	Annual Stipend/Salary Increase for the Duration of Certification
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	Multiple Incentives
Blue Ridge CUSD 18	2022	Annual Stipend/Salary Increase for the Duration of Certification
Bond County CUSD 2	2024	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	Miscellaneous/Other Incentives
Brimfield CUSD 309	2025	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
Brown County CUSD 1	2023	Hours of Credit Towards Salary Schedule Advancement
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	Multiple Incentives
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	2025	Multiple Incentives
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 146	2025	Lane Change
CCSD 62	2023	Multiple Incentives
CCSD 89	2025	Annual Stipend/Salary Increase for the Duration of Certification
Central CUSD 4	2023	Miscellaneous/Other Incentives
Centralia HSD 200	2024	Annual Stipend/Salary Increase for the Duration of Certification
Champaign CUSD 4	2025	Multiple Incentives
Chester CUSD 139	2023	Miscellaneous/Other Incentives
CHSD 117	2027	Multiple Incentives
CHSD 128	2025	Multiple Incentives
CHSD 155	2027	Choice Between Incentives
CHSD 218	2024	Annual Stipend/Salary Increase for the Duration of Certification
CHSD 99	2025	Multiple Incentives
City of Chicago SD 299	2019	Miscellaneous/Other Incentives
Coal City CUSD 1	2023	Multiple Incentives
Cook County SD 130	2025	Multiple Incentives
CUSD 308	2023	Multiple Incentives
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

District or Facility Name	CBA Term End	Incentive Type
Deer Creek-Mackinaw CUSD 701	2025	Annual Stipend/Salary Increase for the Duration of Certification
Deerfield SD 109	2023	Multiple Incentives
DeKalb CUSD 428	2023	Multiple Incentives
Diamond Lake SD 76	2024	Annual Stipend/Salary Increase for the Duration of Certification
District 50 Schools	2026	One- or Two-Time Stipend/Salary Increase
Du Quoin CUSD 300	2025	Annual Stipend/Salary Increase for the Duration of Certification
Dunlap CUSD 323	2025	One- or Two-Time Stipend/Salary Increase
Durand CUSD 322	2022	Annual Stipend/Salary Increase for the Duration of Certification
Dwight Common SD 232 & 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	2027	Annual Stipend/Salary Increase for the Duration of Certification
Evanston Township HSD 202	2022	Lane Change
Evanston-Skokie SD 65	2024	Multiple Incentives
Evergreen Park ESD 124	2022	Multiple Incentives
Fieldcrest CUSD 6	2024	Multiple Incentives
Flanagan-Cornell Dist 74	2023	One- or Two-Time Stipend/Salary Increase
Forest Park SD 91	2026	Annual Stipend/Salary Increase for the Duration of Certification
Four Rivers Spec Educ Dist	2023	Multiple Incentives
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	Miscellaneous/Other Incentives
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
Genoa Kingston CUSD 424	2027	Miscellaneous/Other Incentives
Giant City CCSD 130	2024	Multiple Incentives
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	2023	Multiple Incentives
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	2025	One- or Two-Time Stipend/Salary Increase
Harlem UD 122	2022	Multiple Incentives
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	2026	Annual Stipend/Salary Increase for the Duration of Certification
Harvey SD 152	2024	One- or Two-Time Stipend/Salary Increase
Hawthorn CCSD 73	2025	Lane Change
Henry-Senachwine CUSD 5	2025	Annual Stipend/Salary Increase for the Duration of Certification
Henry-Stark County Spec Ed Dist	2025	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	Multiple Incentives
Highland CUSD 5	2025	Annual Stipend/Salary Increase for the Duration of Certification
Hillsboro CUSD 3	2024	Multiple Incentives
Hinsdale CCSD 181	2023	One- or Two-Time Stipend/Salary Increase
Hinsdale Twp HSD 86	2023	Annual Stipend/Salary Increase for the Duration of Certification
Homer CCSD 33C	2024	One- or Two-Time Stipend/Salary Increase
Homewood SD 153	2024	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	2026	Multiple Incentives
Illinois Mathematics & Science Academy	2023	Annual Stipend/Salary Increase for the Duration of Certification
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

District or Facility Name	CBA Term End	Incentive Type
Iroquois West CUSD 10	2023	Graduate Credit
Itasca SD 10	2023	One- or Two-Time Stipend/Salary Increase
Jasper County CUSD 1	2021	Hours of Credit Towards Salary Schedule Advancement
Kaneland CUSD 302	2024	Miscellaneous/Other Incentives
Kankakee SD 111	2027	Annual Stipend/Salary Increase for the Duration of Certification
Keeneyville SD 20	2024	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	2025	Multiple Incentives
La Grange SD 105 South	2025	One- or Two-Time Stipend/Salary Increase
Lake Forest SD 67	2025	Multiple Incentives
Lansing SD 158	2027	Annual Stipend/Salary Increase for the Duration of Certification
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	Multiple Incentives
Lisle CUSD 202	2024	Annual Stipend/Salary Increase for the Duration of Certification
Litchfield CUSD 12	2025	Hours of Credit Towards Salary Schedule Advancement
Lockport SD 91	2026	Multiple Incentives
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	2026	Annual Stipend/Salary Increase for the Duration of Certification
Mahomet-Seymour CUSD 3	2026	Annual Stipend/Salary Increase for the Duration of Certification
Maine Township HSD 207	2024	Miscellaneous/Other Incentives
Mannheim SD 83	2025	Annual Stipend/Salary Increase for the Duration of Certification
Marengo CHSD 154	2023	Multiple Incentives
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	2025	All/Some Funding for National Board Certification Paid by District
Meridian CUSD 15	2024	Miscellaneous/Other Incentives
Meridian CUSD 223	2027	One- or Two-Time Stipend/Salary Increase
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	2026	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	Miscellaneous/Other Incentives
Mt Vernon Twp HSD 201	2024	Annual Stipend/Salary Increase for the Duration of Certification
Mundelein ESD 75	2026	Hours of Credit Towards Salary Schedule Advancement
Naperville CUSD 203	2025	Miscellaneous/Other Incentives
Nashville CHSD 99	2024	Annual Stipend/Salary Increase for the Duration of Certification
New Simpson Hill SD 32	2024	Miscellaneous/Other Incentives
Niles Twp District for Spec Educ	2023	Multiple Incentives
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	2026	Multiple Incentives
Northwestern CUSD 2	2025	Multiple Incentives
O Fallon Twp HSD 203	2023	Multiple Incentives
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 - River Forest SD 200	2026	Miscellaneous/Other Incentives
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	2025	Annual Stipend/Salary Increase for the Duration of Certification
Oregon CUSD 220	2023	Annual Stipend/Salary Increase for the Duration of Certification

District or Facility Name	CBA Term End	Incentive Type
Orion CUSD 223	2026	Multiple Incentives
Palatine CCSD 15	2026	Annual Stipend/Salary Increase for the Duration of Certification
Palestine CUSD 3	2026	Lane Change
Pana CUSD 8	2024	Multiple Incentives
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	2027	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	Multiple Incentives
Peoria SD 150	2022	Annual Stipend/Salary Increase for the Duration of Certification
Peru ESD 124	2024	Multiple Incentives
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	Miscellaneous/Other Incentives
Pleasantdale SD 107	2025	Miscellaneous/Other Incentives
Pontiac CCSD 429	2025	Annual Stipend/Salary Increase for the Duration of Certification
Pontiac Twp HSD 90	2024	One- or Two-Time Stipend/Salary Increase
Potomac CUSD 10	2024	Annual Stipend/Salary Increase for the Duration of Certification
Prairie Hill CCSD 133	2027	One- or Two-Time Stipend/Salary Increase
Prairie-Hills ESD 144	2023	One- or Two-Time Stipend/Salary Increase
Prairieview-Ogden CCSD 197	2023	One- or Two-Time Stipend/Salary Increase
Princeton HSD 500	2023	One- or Two-Time Stipend/Salary Increase
Putnam County CUSD 535	2023	Multiple Incentives
Quincy SD 172	2025	Miscellaneous/Other Incentives
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	Miscellaneous/Other Incentives
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	2026	Annual Stipend/Salary Increase for the Duration of Certification
Ridgeland SD 122	2025	Miscellaneous/Other Incentives
Ridgewood CHSD 234	2026	Multiple Incentives
Riverside SD 96	2025	Multiple Incentives
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	2025	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	Multiple Incentives
Roselle SD 12	2023	Hours of Credit Towards Salary Schedule Advancement
Roxana CUSD 1	2026	Hours of Credit Towards Salary Schedule Advancement
Salem CHSD 600	2026	One- or Two-Time Stipend/Salary Increase
Sandwich CUSD 430	2023	Lane Change
Sangamon Valley CUSD 9	2026	Annual Stipend/Salary Increase for the Duration of Certification
Schaumburg CCSD 54	2028	One- or Two-Time Stipend/Salary Increase
Schiller Park SD 81	2026	Multiple Incentives
SD U-46	2023	Graduate Credit
Serena CUSD 2	2023	Lane Change
Shiloh Village SD 85	2024	One- or Two-Time Stipend/Salary Increase
Skokie SD 68	2026	Multiple Incentives
Skokie SD 69	2023	Multiple Incentives
Skokie SD 73-5	2026	Choice Between Incentives
Somonauk CUSD 432	2023	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	2025	Multiple Incentives
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

District or Facility Name	CBA Term End	Incentive Type
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	Miscellaneous/Other Incentives
Sullivan CUSD 300	2022	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	Multiple Incentives
Tri Valley CUSD 3	2025	Annual Stipend/Salary Increase for the Duration of Certification
Triad CUSD 2	2023	Annual Stipend/Salary Increase for the Duration of Certification
Trico CUSD 176	2024	One- or Two-Time Stipend/Salary Increase
Tuscola CUSD 301	2025	All/Some Funding for National Board Certification Paid by District
Union SD 81	2027	One- or Two-Time Stipend/Salary Increase
Unity Point CCSD 140	2025	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	2025	Choice Between Incentives
Vermilion 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	2025	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	Multiple Incentives
West Aurora USD 129	2023	Choice Between Incentives
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	Multiple Incentives
Wilmington CUSD 209U	2024	Choice Between Incentives
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	2027	Miscellaneous/Other Incentives
Woodland CUSD 5	2025	One- or Two-Time Stipend/Salary Increase
Woodridge SD 68	2024	Annual Stipend/Salary Increase for the Duration of Certification
Yorkville CUSD 115	2026	Multiple Incentives

## 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 Nation 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 Certified Staff, in an amount not to exceed \$2,500 annually. At the request of the eligible Certified Staff, the money may be disbursed in one or more of the following ways:

1. A stipend
2. Reimbursement for recertification costs
3. Reimbursement for attendance at the annual National Board Conference or the approved program annual conference, for the first five (5) Classroom Teachers and five (5) Related Service Providers making this request. When electing to receive reimbursement, the Certified Staff may receive any remaining money, in terms of the Certified Staff'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 Certified Staff to the District's Human Resources Administrator by June 1st, or the Certified Staff will not be eligible for these monies.

### West Aurora USD 129

Classroom Teachers - 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.

Service Providers - Service providers (Speech Pathologists, Psychologists, and Social Workers) who received the National Board Certification stipend during the 2018-2019 school year will be grandfathered and will continue to receive the stipend no more than a total of five (5) school years, including stipends received prior to the 2018-2019 school year, provided their certification is current. Service providers who receive the National Board Certification stipend and who have provided notice of retirement by February 1, 2020, under the retirement incentive provisions of this Agreement will be grandfathered and continue to receive the stipend through the 2022-2023 school year. As a condition of receiving the stipend, the member agrees to stay in the district for five (5) years from the first year the stipend was issued to that service provider. Any service provider leaving the district prior to the end of the fifth school year during which the stipend is issued will be required to repay one stipend for the school year just completed. Upon the expiration of the final stipend payment under this paragraph, the National Board Certification stipend for service providers under this paragraph shall cease.

**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 (\$7 5 registration and \$4 7 5 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.

### **Benjamin SD 25**

Possible educational advancement requiring clarification and approval.

### **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 upon 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 Addition: July 1, 2015 \$1875.32; July 1, 2016 \$1875.32; July 1, 2017 \$1912.83; July 1, 2018 \$1960.65

### **Galesburg CUSD 205**

In the event of a tie between two or more licensed teachers in a Reduction in Force (RIF) situation, the following order will be used to establish the RIF order and break ties: 3. Current National Board Certification.

### **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.

### **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.

**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.

**Oak Park – River Forest SD 200**

An equivalent of one (1) semester hour credit will be given for completion of a pre-approved professional/leadership development activity that occurs outside regular school hours and requires at least 13.5 hours or 800 minutes for completion. An equivalent of fifteen (15) semester hours of credit will be given for earning the National Board Certification. Credit may be granted for undergraduate courses taken after completion of the Bachelor's Degree if such courses are directly related to a faculty member's assignment and are approved by the Assistant Superintendent for Human Resources.

**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.

**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.

**Ridgeland SD 122**

Certified bargaining unit members who elect to pursue National Board Certification from the National Board for Professional Teaching Standards shall receive the following: (1) As a member of the NBC (National Board Cohort), the Board shall pay the District required portion of 10% of the District Instructional per Student Spending for each teacher to participate in the cohort. Should the teacher withdraw from the program, the teacher will reimburse the district for half of the district contribution. (2) Upon completion of National Board Certification, the certified bargaining unit member will receive a "one time" monetary award at the beginning of the next school year in the amount of \$2,500 with the agreement that the teacher will remain in the district for 3 years after acquiring National Board Certification. Should the teacher voluntarily resign within 3 years of completion of the certification, the teacher will repay the district the \$2,500 monetary award.

**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.

**Woodland CCSD 50**

Commencing with classes that began July 1, 2015, or later, the Board shall grant tuition reimbursement to full-time teachers in an amount not to exceed an individual maximum per year, as stipulated in the Additional Benefits Schedule, and an aggregate maximum for all teachers \$225,000 for each school year of the 2022-2027 contract. If combined teacher tuition reimbursement requests exceed the annual aggregate maximum, reimbursements will be prorated by percentage proportionally (same percentage) across total dollars necessary to reach maximum allowance, provided the teacher complies with the requirements of this Section.

## 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 during the tenure of this contract will receive a one-time stipend of one thousand dollars (\$1,000). The National Board certification shall be confirmed by the ISBE website or certification. Any teacher who received National Board Certification prior to the start of this contract 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 the guidelines in Article VII, Section F. 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: 2022-2023 \$1,000.00; 2023-2024 \$1,000.00; 2024-2025 \$1,000.00; 2025-2026 \$1,000.00. 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 above. If NBCT stipends become reimbursable again, such stipends shall be made available to any employee who obtains NBCT certification. Any Teacher who obtains NBCT during the tenure of this contract will receive five hundred dollars (\$500) for each time the teacher renews the NBCT certificate, provided the teacher notifies the District of such renewal.

#### **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 reinstitutes 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.

**Ridgeland SD 122**

National Board Certification Certified bargaining unit members who elect to pursue National Board Certification from the National Board for Professional Teaching Standards shall receive the following: (1) As a member of the NBC (National Board Cohort), the Board shall pay the District required portion of 10% of the District Instructional per Student Spending

for each teacher to participate in the cohort. Should the teacher withdraw from the program, the teacher will reimburse the district for half of the district contribution. (2) Upon completion of National Board Certification, the certified bargaining unit member will receive a “one time” monetary award at the beginning of the next school year in the amount of \$2,500 with the agreement that the teacher will remain in the district for 3 years after acquiring National Board Certification. Should the teacher voluntarily resign within 3 years of completion of the certification, the teacher will repay the district the \$2,500 monetary award.

#### **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 take and pass the assessment(s) for National Board Certification shall receive reimbursement of assessment costs that have been paid by the teacher. The assessment shall be treated as a tuition reimbursement with all applicable limits applied, as set forth in Section 17.4. Teachers who receive this reimbursement who leave the district within four (4) years of the reimbursement will have the reimbursement deducted from their pay. The deduction will be prorated based on the number of years that teacher served after the reimbursement. Teachers who attain National Board Certification will receive a yearly stipend in the amount of \$750 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 \$2,000 during each year in which they serve as mentors for two (2) probationary teachers per year as

assigned by the Superintendent or designee. If the National Board Certified teacher is assigned only one (1) mentee, they will receive \$1,000.

#### **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 certified employee who receives the National Board Certification on or after January 1, 2017, shall receive a stipend of \$2,700 starting in the year earned 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 required within that school year. Employees 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. Employees who attain National Board Certification while in a BS lane will move to the MS+0 salary lane. Employees 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.

## DISCLAIMER:

Incentives stated in this report are for quick informational purposes only. They are not intended to be used as absolute references regarding the incentives offered in your district. For more information, please contact your district administrators and request the current Teacher's contract or agreement for your district or facility.

## 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.