

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

2023 SEPTEMBER

**INCENTIVES for NATIONAL  
BOARD CERTIFICATION**

offered by *Illinois* **DISTRICTS**

National Board Resource Center  
at ILLINOIS STATE UNIVERSITY  
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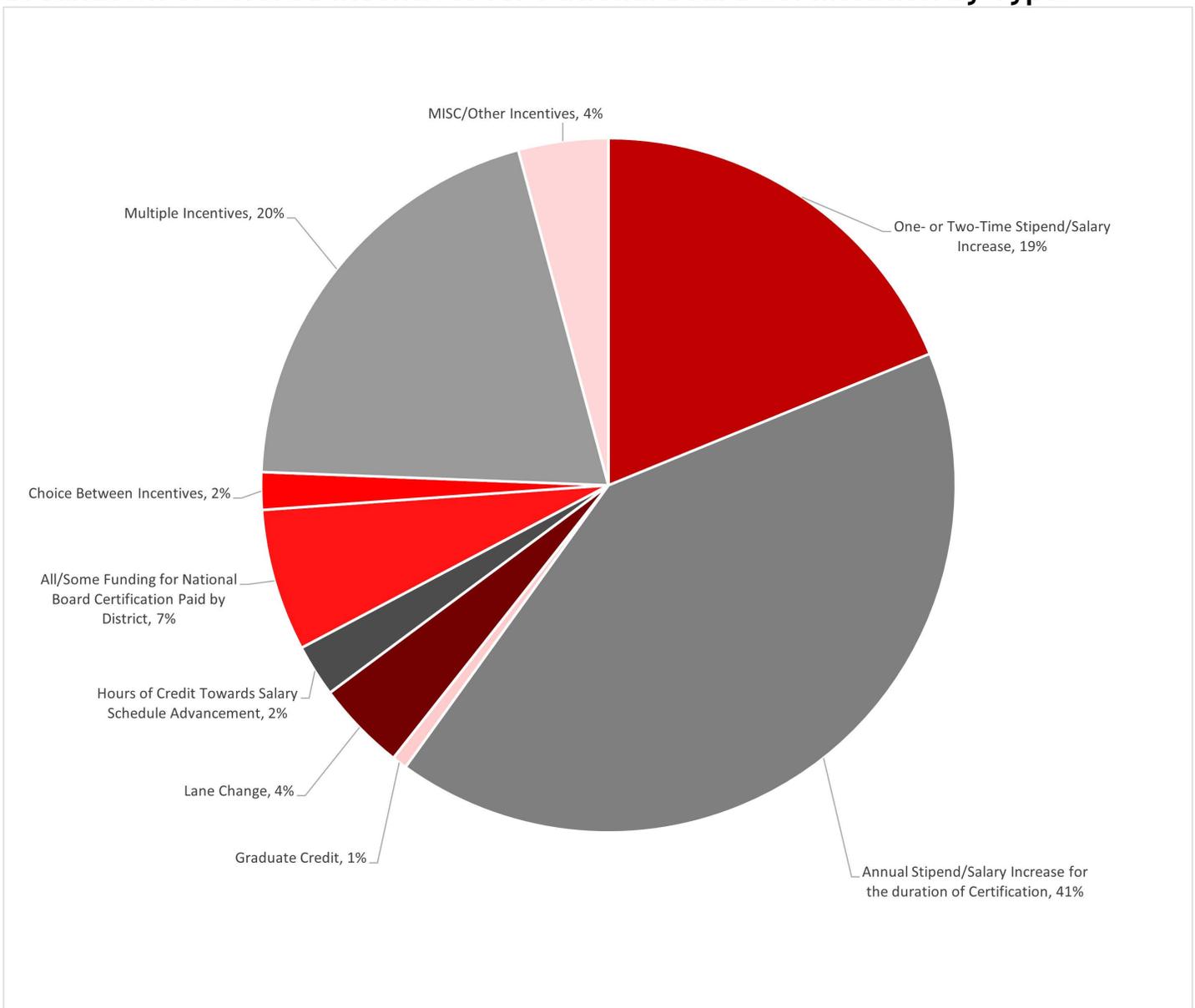
# GENERAL INFORMATION

The National Board Resource Center (NBRC) gathers incentive data on a quarterly basis. As of **September 2023**, there are **244 districts and facilities in Illinois\*** that actively 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
<b>A</b>	Adlai E Stevenson HSD 125	2026	All/Some Funding for National Board Certification Paid by District
	Alsip-Hazlgrn-Oaklwn SD 126	2028	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	
<b>B</b>	Bannockburn SD 106	2024	All/Some Funding for National Board Certification Paid by District
	Belleville SD 118	2024	Multiple Incentives
	Belleville Twp HSD 201	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Bement CUSD 5	2024	Annual Stipend/Salary Increase for the Duration of Certification
	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	2025	Annual Stipend/Salary Increase for the Duration of Certification
	Big Hollow SD 38	2027	Annual Stipend/Salary Increase for the Duration of Certification
	Bismarck Henning CUSD	2024	One- or Two-Time Stipend/Salary Increase
	Bloom Twp HSD 206	2025	Multiple Incentives
	Bloomington SD 87	2024	Multiple Incentives
	Blue Ridge CUSD 18	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Bond County CUSD 2	2024	All/Some Funding for National Board Certification Paid by District
	Brimfield CUSD 309	2025	One- or Two-Time Stipend/Salary Increase
	Brookfield Lagrange Park SD 95	2026	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
	<b>C</b>	Carbon Cliff-Barstow SD 36	2024
Carbondale CHSD 165		2025	Annual Stipend/Salary Increase for the Duration of Certification
Carlinville CUSD 1		2025	Multiple Incentives
Cass SD 63		2028	Annual Stipend/Salary Increase for the Duration of Certification
CCSD 146		2025	Lane Change
CCSD 62		2027	Multiple Incentives
CCSD 89		2025	Annual Stipend/Salary Increase for the Duration of Certification
Centralia HSD 200		2024	Annual Stipend/Salary Increase for the Duration of Certification
Champaign CUSD 4		2025	Multiple Incentives
Chester CUSD 139		2026	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
Cicero SD 99		2026	Annual Stipend/Salary Increase for the Duration of Certification
City of Chicago SD 299		2024	Multiple Incentives
Coal City CUSD 1		2027	Multiple Incentives
Cook County SD 130		2025	Multiple Incentives
<b>D</b>		Deer Creek-Mackinaw CUSD 701	2025
	Deerfield SD 109	2028	Multiple Incentives
	DeKalb CUSD 428	2027	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	2025	Annual Stipend/Salary Increase for the Duration of Certification
	Dwight Common SD 232 & HSD 230	2024	Lane Change

E			
	East Moline SD 37	2025	Annual Stipend/Salary Increase for the Duration of Certification
	East Peoria SD 86	2027	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	2026	Lane Change
	Evanston-Skokie SD 65	2024	Multiple Incentives
F	Evergreen Park ESD 124	2026	Multiple Incentives
	Fieldcrest CUSD 6	2024	Multiple Incentives
	Flanagan-Cornell Dist 74	2025	One- or Two-Time Stipend/Salary Increase
	Forest Park SD 91	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Fox Lake GSD 114	2024	Lane Change
G	Fox River Grove Cons SD 3	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Galesburg CUSD 205	2028	Miscellaneous/Other Incentives
	Geneseo CUSD 228	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Geneva CUSD 304	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Genoa Kingston CUSD 424	2027	Lane Change
	Giant City CCSD 130	2024	Multiple Incentives
	Gifford CCSD 188	2026	One- or Two-Time Stipend/Salary Increase
	Glencoe SD 35	2024	Annual Stipend/Salary Increase for the Duration of Certification
	Golf ESD 67	2026	Annual Stipend/Salary Increase for the Duration of Certification
	Grant Park CUSD 6	2024	One- or Two-Time Stipend/Salary Increase
	Grayslake CCSD 46	2025	One- or Two-Time Stipend/Salary Increase
	Grundy County Spec Educ Coop	2025	One- or Two-Time Stipend/Salary Increase
	H		
Harlem UD 122		2025	Multiple Incentives
Harmony Emge SD 175		2024	All/Some Funding for National Board Certification Paid by District
Harrison SD 36		2027	One- or Two-Time Stipend/Salary Increase
Harvard CUSD 50		2026	Multiple Incentives
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 Twp HSD 86		2027	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
I			
	Illini Bluffs CUSD 327	2026	Multiple Incentives
	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	2025	Graduate Credit
	Itasca SD 10	2028	One- or Two-Time Stipend/Salary Increase
K			
	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
L			
	La Grange SD 105 South	2025	One- or Two-Time Stipend/Salary Increase

M	Lake Forest CHSD 115	2025	Annual Stipend/Salary Increase for the Duration of Certification	
	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	2027	Annual Stipend/Salary Increase for the Duration of Certification	
	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	
	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	2027	Miscellaneous/Other Incentives	
	Mannheim SD 83	2025	Annual Stipend/Salary Increase for the Duration of Certification	
	Marengo CHSD 154	2027	Annual Stipend/Salary Increase for the Duration of Certification	
	Marquardt SD 15	2026	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	2028	Annual Stipend/Salary Increase for the Duration of Certification		
McLean County USD 5	2027	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		
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	2027	All/Some Funding for National Board Certification Paid by District		
Morrison CUSD 6	2024	All/Some Funding for National Board Certification Paid by District		
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	Multiple 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		
N	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	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	2027	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	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		2024	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		2026	Multiple Incentives	
Orion CUSD 223		2026	Multiple Incentives	
P		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	

Q	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	Annual Stipend/Salary Increase for the Duration of Certification	
	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	2025	One- or Two-Time Stipend/Salary Increase	
	Putnam County CUSD 535	2026	Multiple Incentives	
	Quincy SD 172	2025	Miscellaneous/Other Incentives	
	R	Raccoon CSD 1	2025	One- or Two-Time Stipend/Salary Increase
		Rantoul Township HSD 193	2026	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	2026	Multiple Incentives
		Reed Custer CUSD 255U	2027	Annual Stipend/Salary Increase for the Duration of Certification
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		2026	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	
Roxana CUSD 1		2026	Hours of Credit Towards Salary Schedule Advancement	
S		Salem CHSD 600	2026	One- or Two-Time Stipend/Salary Increase
		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	
	Shiloh Village SD 85	2024	One- or Two-Time Stipend/Salary Increase	
	Skokie SD 68	2026	Multiple Incentives	
	Skokie SD 73-5	2026	Choice Between Incentives	
	South Central CUD 401	2024	Annual Stipend/Salary Increase for the Duration of Certification	
	South Holland SD 151	2025	Multiple Incentives	
	Spec Educ Dist Lake County/Sedol	2025	Annual Stipend/Salary Increase for the Duration of Certification	
	Springfield SD 186	2025	One- or Two-Time Stipend/Salary Increase	
	St Charles CUSD 303	2027	Annual Stipend/Salary Increase for the Duration of Certification	
	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	2024	One- or Two-Time Stipend/Salary Increase	
	Sunnybrook SD 171	2026	Annual Stipend/Salary Increase for the Duration of Certification	
	Sunset Ridge SD 29	2024	One- or Two-Time Stipend/Salary Increase	
	T	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		2026	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	
U	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	2026	Annual Stipend/Salary Increase for the Duration of Certification	
V	Valley View CUSD 365U	2025	Choice Between Incentives	
	Vermilion Assoc for Spec Educ	2026	Annual Stipend/Salary Increase for the Duration of Certification	

W			
	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
	West Aurora USD 129	2027	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
	Wilmington CUSD 209U	2024	Choice Between Incentives
	Winnebago CUSD 323	2024	Annual Stipend/Salary Increase for the Duration of Certification
	Winthrop Harbor SD 1	2028	One- or Two-Time Stipend/Salary Increase
	Wood Dale SD 7	2028	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	Lane Change
	Woodland CUSD 5	2025	One- or Two-Time Stipend/Salary Increase
	Woodridge SD 68	2024	Annual Stipend/Salary Increase for the Duration of Certification
	Worth SD 127	2027	One- or Two-Time Stipend/Salary Increase
Y			
	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 fifteen (15) hours of graduate course credit toward salary lane advancement. Licensed staff members at MS+60, who acquire a NBCT are not eligible for further advancement on the salary schedule, and therefore will be granted a one-time payment of \$2,000 in lieu of the aforementioned 15 hours of credit. No provisions of this clause will be applied retroactively to licensed staff members 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 no 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 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**

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.

### **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.

### **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.

### **Galesburg CUSD 205**

No other incentives mentioned except for the following: In the event that the RIF of Teachers is necessary--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:

1. Total TRS Service Credit;
2. Placement on the current salary schedule between MA and MA+39
3. Current National Board Certification;
4. Placement on the current salary schedule between BA and BA+30
5. Coin Flip or Lottery;
  - a. If more than two teachers have identical credentials and successful; teaching experience as defined above, then the name of the teachers will; be placed in a lottery and the name selected will be the teacher who is RIF'd;
  - b. The GEA President or his/her designee and the Superintendent or his/her designee will conduct the coin flip or lottery.

### **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 \$1,750.00 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 NBPTSs 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)

**Naperville CUSD 203**

Educators currently holding National Board Certification shall earn the stipend amount as per Career 203 guidelines (Please see 2021-2025 Agreement).

**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) workdays 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.

**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.

## 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 \$1,000 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**

Licensed staff achieving or holding certification from the National Board for Professional Teaching Standards and Master Teacher Certification awarded by the Illinois Teacher Certification Board, Certificate of Clinical Competence (CCC), Nationally Certified School Psychologist (NCSP), Licensed School Nurse Endorsement or Licensed Clinical Social Worker (LCSW) after the effective date of the 2022-2025 collective bargaining agreement shall be awarded 6 credit hours on the salary schedule and a one-time stipend of \$1000.00. Licensed staff 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.

### **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.

### **Bloom Twp HSD 206**

The Board shall reimburse the teachers for the cost of tuition and cost of required textbooks for approved courses. The standards for approved courses are outlined in Article VI Section 6 A. The approved courses can also be used towards salary reclassification. Additionally, costs incurred while working towards the National Board for Professional Teaching Standards (NBPTS) certification will be eligible for reimbursement but the NBPTS certification does not entitle a teacher to reclassification. Reimbursement costs will be capped at a maximum of \$950 for the school year. Reimbursement costs will be applied toward the maximum cap in the contract year that the class was completed or the NBPTS certification component was completed. Reimbursement costs for course work completed in the month of August will be applied to the reimbursement limit for the previous year if applicable. Teachers completing coursework within their fields of academic discipline or addressing an area of high need as identified by the district, will be reimbursed an additional \$95. Teachers may submit course work completed during their first year of teaching for reimbursement during their second year in the district. Teachers who have formally declared their intent to retire are no longer eligible for this benefit.

### **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. It is understood that the Employer's obligation may be reduced by the amount provided by the State Board of Education through its subsidy program. Additionally the conditions set forth in Section 15.17 Travel Allowance shall be approved for any Employee approved for payment above seeking such certification for travel related to the assessment

phase of the National Board certification. Employees shall be eligible for such additional stipend for ten (10) years from their initial certification. No Employee shall be paid more than ten (10) years and no payments shall be made for subsequent renewals of this certification.

#### **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.

### **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, 2019 \$2019.47; July 1, 2020 \$2080.05; July 1, 2021 \$2142.45; July 1, 2022 \$2217.44; July 1, 2023 \$2295.05

### **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.
4. If the certified staff member is in the last lane at the time of completing National Board Certification, the certified staff member will receive a yearly \$1,000 stipend pending they maintain the certification.
5. 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.
6. Certified staff members registered for any or all of the two (2) National Board MOC 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 certified staff member will be required to complete their work within district. If the district offers support sessions, the certified staff member will be expected to attend 80% of those sessions.
7. If the certified staff member does not submit their entry, they may follow the National Board rules for completion. If the certified staff member does not receive a score for the NB MOC Component they applied for, they will pay the district back in full or follow the guidelines set up for the state monies. Certified staff members will be awarded six (6) hours of internal credit upon receiving a score for each MOC component.
8. If after completing both of the two (2) components, an certified staff member receives a passing score for the National Board Maintenance of Certification, they will be awarded an additional three (3) hours of internal credit. If the certified staff member is in the last lane at the time of completing National Board Maintenance of Certification, the certified staff member will receive a yearly \$1,000 stipend pending they maintain the certification.

9. If the certified staff member does not receive a passing score for the National Board Maintenance of 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.

#### **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 \$ 2,040.00. 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 \$ 2,000.00. 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**

All teachers are eligible to participate in an advanced certification program related to their particular assignment, including but not limited to: NBPTS (National Board for Professional Teaching Standards); LCSW (Licensed Clinical Social Worker); NCSO (Nationally Certified School Psychologist); ASHA (American Speech and Hearing Association Certificate of Clinical Competency); NBCSN (National Board for Certification of School Nurses); and ASCA (American School Counseling Association Certified School Counselor). Teachers interested in pursuing advanced certifications in an area not specifically listed above shall submit a proposal to the Professional Relations Committee for board of Education approval. Teachers participating in an advanced certification program shall be granted no more than two (2) leave days for the purpose of certification completion during the certification process. These leave days may be taken as personal days, if available; otherwise, the leave days shall be unpaid. Application for such leave will be made to the building Principal. Teachers who receive certification from the effective date of this contract forward, as outlined above, shall receive, in addition to all other salary and other payments due to said teachers, a one-time, non-compounding stipend of \$3500. This stipend can be earned by new teachers entering the District or existing teachers who have not previously received the stipend or a portion thereof. Tenured teachers will receive the stipend in one installment paid upon certificate receipt. Non-tenured teachers will be paid in two installments of \$1,750; the first installment will be paid on certificate receipt and the second installment will be paid at the beginning of the school year in which the teacher reaches tenure status. However, if the teacher is within four (4) years from retirement upon receipt of the stipend, the stipend shall be paid (30) days after the teacher retires from the District and after receipt of their last pay. Those receiving the one-time stipend of \$3,500 and any subsequent renewal stipend for completion of a National Board Certification pursuant to this provision will also be a member of the district's mentoring program as a mentor. From the effective date of this contract forward, staff may receive an additional stipend for the cost of the renewal plus an additional \$250 payable upon proof of renewal. A proposal explaining how the recertification has been an asset to the district will be required to be submitted to Human Resources and the requesting staff member may be asked to lead professional development.

#### **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.

#### **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.

#### **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.

#### **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. Teachers earning National Board Certification will receive an annual stipend of \$500.00, to be paid in two equal installments in December and May, as long as their National Board Certification is maintained and renewed.

#### **Herscher CUSD 2**

A. 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**

(1) 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.

(2) 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.

(3) 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;

(4) 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.

(5) 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 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.

### **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.

### **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.

### **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.

### **Oregon CUSD 220**

National Board Certification Assessment Reimbursement - In the event that ISBE does not allocate the appropriate funds to reimburse teachers for successfully completing the National Board Certification assessments, the district will establish a \$15,000.00 fund for the purpose of reimbursing teachers for the cost of successful completion of National Board Certification or their renewal of their National Board Certification. Teachers are also eligible for reimbursement from this fund for their registration fees after successfully earning National Board Certification or National Board Certification renewal. If more than \$15,000 of qualified certification or recertification reimbursements are submitted the reimbursement rate will be calculated by dividing the \$15,000.00 by the total number of successfully completed assessments. For teachers to qualify for reimbursement the following criteria must be met:

1. Teachers must successfully earn National Board Certification or National Board Certification renewal.
2. Testing receipt and proof of successful completion must be submitted to the district office.
3. Reimbursement is only for the cost of the successful completion of assessments not for any other costs associated with pursuing the National Board Certification or renewal. National Board Certification Stipend: Annually a \$500.00 stipend is added to the salary of any teacher who holds a current National Board Certificate.

### **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 approval of the Superintendent or designee. Upon successful completion and certification, as determined by official notification to the Superintendent, the District will provide an annual payment of \$1,000 for the life of the certification; said payment will not be added to a teacher's base salary. The initial payment will be given by the second pay period following the receipt of certification. Each school year, thereafter, the payment will be issued by the second pay period of the new school year. Teachers enrolled in the National Board Certification program will be given two (2) workdays per school year to work on National Board Program components upon approval of the Superintendent or designee.

#### **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.

#### **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. Teachers who meet the above requirements and who are at BS+24 or MS+30 ,when eligible to receive the nine (9) credit hours will be granted a one-time bonus of \$1,000. Teachers who receive a Master's Degree after receiving credit on the salary schedule for the additional nine (9) credit hours will not carry the nine (9) credit hours over to the MS side of the salary schedule.

#### **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.

#### **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.

#### **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 ([NBResourceCenter@illinoisstate.edu](mailto:NBResourceCenter@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 ([NBResourceCenter@illinoisstate.edu](mailto:NBResourceCenter@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.