

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.

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 (NBCT), Nationally Certified School Psychologists (NCSP), and those who hold a Certificate of Clinical Competence (CCC) in speech and language pathology or in audiology. 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.

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.

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.

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.

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.

Washington CHSD 308

In addition to the base salary, teachers shall be eligible for an additional annual stipend if they hold National Board Certification or obtain a Doctoral degree in education (EdD or PHD). The amount of the annual stipends, exclusive of TRS, shall be up to \$920 for National Board Certification and up to \$1500 for holding a doctoral degree. In addition to these amounts, the District shall pay 8% TRS. In the event that the payment of such annual stipends result in a total increase in credible earnings from the prior school year which exceed six percent (6%), when combined with other monies received from the District, the amount of the stipends shall be reduced _such that the total increase in credible earnings from the prior year equals six percent (6%).

Wilmette SD39

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 (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) 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.