

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

2024 September

# INCENTIVES for NATIONAL BOARD CERTIFICATION

offered by *Illinois* DISTRICTS

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

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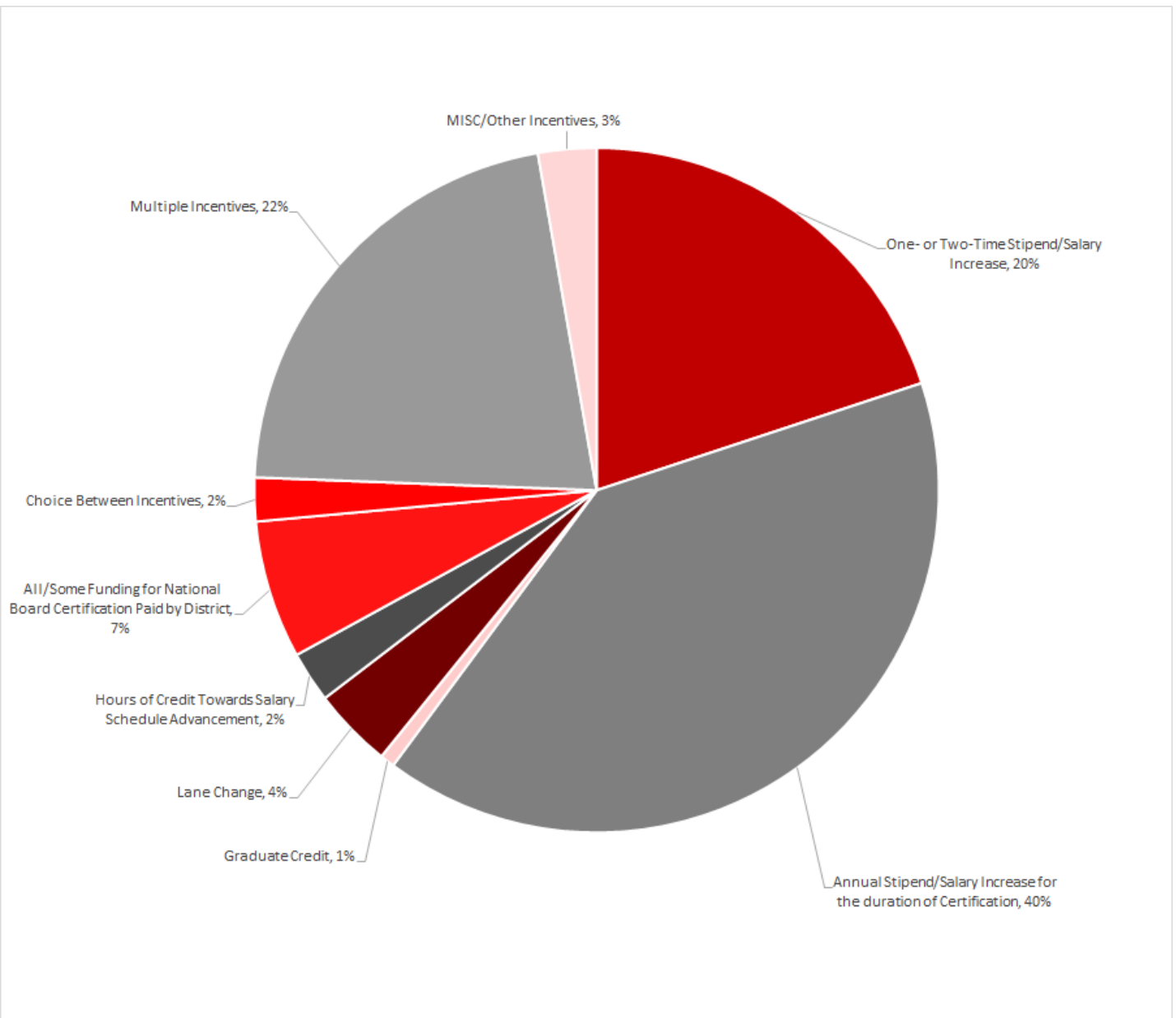
# GENERAL INFORMATION

The National Board Resource Center (NBRC) gathers incentive data on a quarterly basis. As of **September 2024**, there are **249 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
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
Arlington Heights SD 25	2026	Multiple Incentives
Astoria CUSD 1	2027	All/Some Funding for National Board Certification Paid by District
Athens CUSD 213	2027	Annual Stipend/Salary Increase for the Duration of Certification
Avoca SD 37	2025	All/Some Funding for National Board Certification Paid by District
Barrington CUSD 220	2028	Multiple Incentives
Beach Park CCSD 3	2026	Annual Stipend/Salary Increase for the Duration of Certification
Belleville SD 118	2027	Multiple Incentives
Belleville Twp HSD 201	2026	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
Bloom Twp HSD 206	2025	Multiple Incentives
Blue Ridge CUSD 18	2026	Annual Stipend/Salary Increase for the Duration of Certification
Bradley Bourbonnais CHSD 307	2026	Annual Stipend/Salary Increase for the Duration of Certification
Bremen CHSD 228	2027	Lane Change
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
Brown County CUSD 1	2026	Hours of Credit Towards Salary Schedule Advancement
Brownstown CUSD 201	2027	Annual Stipend/Salary Increase for the Duration of Certification
Burbank SD 111	2027	Annual Stipend/Salary Increase for the Duration of Certification
Butler SD 53	2026	Multiple Incentives
Carbon Cliff-Barstow SD 36	2027	Annual Stipend/Salary Increase for the Duration of Certification
Carbondale CHSD 165	2025	Annual Stipend/Salary Increase for the Duration of Certification
Carlinville CUSD 1	2025	Multiple Incentives
Carlyle CUSD 1	2025	Annual Stipend/Salary Increase for the Duration of Certification
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
Central CUSD 4	2027	One- or Two-Time Stipend/Salary Increase
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	2029	Annual Stipend/Salary Increase for the Duration of Certification
CHSD 99	2025	Multiple Incentives
Cicero SD 99	2026	One- or Two-Time Stipend/Salary Increase
City of Chicago SD 299	2025	Multiple Incentives
Coal City CUSD 1	2027	Multiple Incentives
Cook County SD 130	2025	Multiple Incentives
CUSD 308	2028	Multiple Incentives
Darien SD 61	2027	Annual Stipend/Salary Increase for the Duration of Certification
Deer Creek-Mackinaw CUSD 701	2025	Annual Stipend/Salary Increase for the Duration of Certification
Deerfield SD 109	2028	Multiple Incentives
DeKalb CUSD 428	2027	Multiple Incentives
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	2027	Lane Change
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	2027	Multiple Incentives
Elmwood Park CUSD 401	2028	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
Evergreen Park ESD 124	2026	Multiple Incentives
Fieldcrest CUSD 6	2028	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
Four Rivers Spec Educ Dist	2027	Multiple Incentives
Fox River Grove Cons SD 3	2026	Annual Stipend/Salary Increase for the Duration of Certification
Galesburg CUSD 205	2028	Miscellaneous/Other Incentives
Galva CUSD 224	2027	One- or Two-Time Stipend/Salary Increase
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
Gifford CCSD 188	2026	One- or Two-Time Stipend/Salary Increase
Glencoe SD 35	2029	Annual Stipend/Salary Increase for the Duration of Certification
Glenview CCSD 34	2028	Multiple Incentives
Golf ESD 67	2026	Annual Stipend/Salary Increase for the Duration of Certification
Grant CHSD 124	2026	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
Harlem UD 122	2025	Multiple Incentives
Harmony Emge SD 175	2027	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
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
Herscher CUSD 2	2025	Multiple Incentives
Highland CUSD 5	2025	Annual Stipend/Salary Increase for the Duration of Certification
Hillsboro CUSD 3	2028	Multiple Incentives
Hinsdale CCSD 181	2027	One- or Two-Time Stipend/Salary Increase
Hinsdale Twp HSD 86	2027	Annual Stipend/Salary Increase for the Duration of Certification
Homer CCSD 33C	2027	One- or Two-Time Stipend/Salary Increase
Hononegah CHD 207	2027	One- or Two-Time Stipend/Salary Increase
Huntley CSD 158	2027	Annual Stipend/Salary Increase for the Duration of Certification
Illini Bluffs CUSD 327	2026	Multiple Incentives
Indian Prairie CUSD 204	2026	Annual Stipend/Salary Increase for the Duration of Certification
Indian Springs SD 109	2029	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
Jasper County CUSD 1	2026	Hours of Credit Towards Salary Schedule Advancement
Johnsburg CUSD 12	2026	One- or Two-Time Stipend/Salary Increase
Johnston City CUSD 1	2027	One- or Two-Time Stipend/Salary Increase
Kaneland CUSD 302	2029	Annual Stipend/Salary Increase for the Duration of Certification
Kankakee SD 111	2027	Annual Stipend/Salary Increase for the Duration of Certification
Keeneyville SD 20	2028	Annual Stipend/Salary Increase for the Duration of Certification
Kenilworth SD 38	2029	Annual Stipend/Salary Increase for the Duration of Certification
Knoxville CUSD 202	2025	Multiple Incentives

La Grange SD 105 South	2025	One- or Two-Time Stipend/Salary Increase
Lake Forest 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	2026	One- or Two-Time Stipend/Salary Increase
Leyden CHSD 212	2027	Annual Stipend/Salary Increase for the Duration of Certification
Limestone CHSD 310	2027	One- or Two-Time Stipend/Salary Increase
Lincolnwood SD 74	2025	Multiple Incentives
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	2027	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
Mattoon CUSD 2	2027	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 223	2027	One- or Two-Time Stipend/Salary Increase
Mid-Valley Special Ed Coop	2027	Annual Stipend/Salary Increase for the Duration of Certification
Minooka CHSD 111	2027	Annual Stipend/Salary Increase for the Duration of Certification
Monmouth-Roseville CUSD 238	2025	One- or Two-Time Stipend/Salary Increase
Monticello CUSD 25	2026	All/Some Funding for National Board Certification Paid by District
Morris CHSD 101	2027	All/Some Funding for National Board Certification Paid by District
Morrison CUSD 6	2027	All/Some Funding for National Board Certification Paid by District
Morrisonville CUSD 1	2026	Annual Stipend/Salary Increase for the Duration of Certification
Morton CUSD 709	2027	All/Some Funding for National Board Certification Paid by District
Mt Vernon Twp HSD 201	2027	Annual Stipend/Salary Increase for the Duration of Certification
Mundelein ESD 75	2026	Hours of Credit Towards Salary Schedule Advancement
Naperville CUSD 203	2025	Miscellaneous/Other Incentives
Nashville CHSD 99	2026	Annual Stipend/Salary Increase for the Duration of Certification
Niles Twp District for Spec Educ	2026	Multiple Incentives
North Boone CUSD 200	2025	Annual Stipend/Salary Increase for the Duration of Certification
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 Fallon Twp HSD 203	2026	Multiple Incentives
Oak Lawn-Hometown SD 123	2025	One- or Two-Time Stipend/Salary Increase
Oak Park - River Forest SD 200	2026	Choice Between Incentives
Oblong CUSD 4	2027	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
Palatine CCSD 15	2026	Annual Stipend/Salary Increase for the Duration of Certification
Palestine CUSD 3	2026	Lane Change
Pana CUSD 8	2027	Multiple Incentives
Park Ridge CCSD 64	2026	Annual Stipend/Salary Increase for the Duration of Certification
Pawnee CUSD 11	2027	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	2027	Miscellaneous/Other Incentives
Pennoyer SD 79	2028	Multiple Incentives
Pikeland CUSD 10	2026	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
Pleasant Hill CUSD 3	2027	Annual Stipend/Salary Increase for the Duration of Certification
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	2028	One- or Two-Time Stipend/Salary Increase
Potomac CUSD 10	2027	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
Raccoon CSD 1	2025	One- or Two-Time Stipend/Salary Increase
Ramsey CUSD 204	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
Rich Twp HSD 227	2027	One- or Two-Time Stipend/Salary Increase
Richland GSD 88A	2026	Annual Stipend/Salary Increase for the Duration of Certification
Ridgeland SD 122	2025	Miscellaneous/Other Incentives
Ridgewood CHSD 234	2026	Multiple Incentives
Riverside SD 96	2025	Multiple Incentives
Riverside-Brookfield Twp SD 208	2025	Annual Stipend/Salary Increase for the Duration of Certification
Riverview CCSD 2	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
Rochester CUSD 3A	2025	Annual Stipend/Salary Increase for the Duration of Certification
Roxana CUSD 1	2026	Hours of Credit Towards Salary Schedule Advancement
Salem CHSD 600	2026	One- or Two-Time Stipend/Salary Increase
Sandwich CUSD 430	2027	Lane Change
Sangamon Valley CUSD 9	2026	Annual Stipend/Salary Increase for the Duration of Certification
Schaumburg CCSD 54	2028	One- or Two-Time Stipend/Salary Increase
Schiller Park SD 81	2026	Multiple Incentives
SD U-46	2026	Graduate Credit
Serena CUSD 2	2025	Lane Change
Skokie SD 68	2026	Multiple Incentives
Skokie SD 69	2028	Multiple Incentives
Skokie SD 73-5	2026	Choice Between Incentives
Somonauk CUSD 432	2025	Annual Stipend/Salary Increase for the Duration of Certification
South Central CUD 401	2026	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
Spoon River Valley CUSD 4	2026	All/Some Funding for National Board Certification Paid by District
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 Elmo CUSD 202	2026	One- or Two-Time Stipend/Salary Increase
Sterling CUSD 5	2026	Choice Between Incentives
Sunnybrook SD 171	2026	Annual Stipend/Salary Increase for the Duration of Certification
Sunset Ridge SD 29	2029	One- or Two-Time Stipend/Salary Increase
Taylorville CUSD 3	2027	Annual Stipend/Salary Increase for the Duration of Certification
Township HSD 211	2029	Annual Stipend/Salary Increase for the Duration of Certification
Tremont CUSD 702	2026	One- or Two-Time Stipend/Salary Increase
Tri City CUSD 1	2027	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	2027	One- or Two-Time Stipend/Salary Increase
Tuscola CUSD 301	2025	All/Some Funding for National Board Certification Paid by District
Union SD 81	2027	One- or Two-Time Stipend/Salary Increase
Unity Point CCSD 140	2025	Annual Stipend/Salary Increase for the Duration of Certification
Urbana SD 116	2026	Annual Stipend/Salary Increase for the Duration of Certification
Valley View CUSD 365U	2025	Choice Between Incentives
Vermilion Assoc for Spec Educ	2026	Annual Stipend/Salary Increase for the Duration of Certification
Waltham CCSD 185	2029	One- or Two-Time Stipend/Salary Increase
Washington CHSD 308	2026	Multiple Incentives
Washington SD 52	2025	All/Some Funding for National Board Certification Paid by District
Waterloo CUSD 5	2026	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	2027	One- or Two-Time Stipend/Salary Increase
Western CUSD 12	2025	Annual Stipend/Salary Increase for the Duration of Certification
Western Springs SD 101	2029	Multiple Incentives
Will County SD 92	2026	One- or Two-Time Stipend/Salary Increase
Wilmette Community Sp Ed Agreemer	2028	Multiple Incentives
Wilmette SD 39	2028	Multiple Incentives
Wilmington CUSD 209U	2028	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	All/Some Funding for National Board Certification Paid by District
Woodland CUSD 5	2025	One- or Two-Time Stipend/Salary Increase
Woodridge SD 68	2029	Multiple Incentives
Worth SD 127	2027	One- or Two-Time Stipend/Salary Increase
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.

### **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.

### **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.

### **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.

### **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.

## 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.

### **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.

### **Naperville CUSD 203**

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

### **Pekin CSD 303**

Each certified employee may request to attend workshops, seminars, training, or courses to improve professional skills, without loss of pay. The District will support one day of professional leave for a staff member to attend a required NBPTS (National Board for Professional Teaching Standards) workshop or course. An Application to Attend a Professional

Meeting form must be submitted to the immediate supervisor at least ten days in advance. The Assistant Superintendent for Instruction and Personnel must approve the application before the leave is granted.

**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.

## 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.

### **Barrington CUSD 220**

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

### **Belleville SD 118**

The Board of Education shall "sponsor" up to five (5) Licensed Employees per year for the National Board Certification Program. Selection of the candidates will be made by a committee that includes the Superintendent, Assistant Superintendent for Curriculum, and the union officers. Application should be made to the Superintendent. As long as the Illinois State Board of Education provides funding for the candidates' initiative towards National Board Certification, it is understood that accepted candidates should first apply for state funding before requesting District #118 sponsorship. In the event that state funding is unavailable, the District committee, composed of the previously-indicated individuals, will determine District financial sponsorship of individuals. The District committee will also consider requests from Licensed Employee candidates for financial assistance who are in their second phase towards certification. In this phase, costs are associated with retakes of exams or resubmission of other required data.

10. The Board of Education shall pay \$1,000.00 per year to every Licensed Employee (Teacher, Social Worker, Speech Language Pathologist, Psychologist, Nurse, etc.) 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.

**Butler SD 53**

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

**Carlinville CUSD 1**

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

**CCSD 62**

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

**Champaign CUSD 4**

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

**CHSD 117**

A. Stipend: Teachers who attain National Board Certification shall receive an additional stipend of \$1,000 and one lane change per year for each year in which they hold such certification.

B. Loan: Teachers who have successfully applied for and entered the National Board Certification Program are eligible to receive an interest-free loan from the District upon submitting proof of payment to the Business Office. The Business Office will reimburse the teacher the combined amount of the Initial Assessment and the Final Assessment fees and begin the payroll deduction of the loan during the next available payday. The loan shall be repaid over a two-year period in installments of equal amounts. The loan will be repaid over 48 pay periods for teachers who receive 24 pays and over 40 pay periods for teachers who receive 20 pays, in accordance to 11.17 Pay Schedule of the CBA.

C. Incentive: Upon submitting proof to the Superintendent, or his/her designee, of earning a National Board Certificate, the teacher shall be reimbursed the total amount of the loan. If the teacher has completed all repayments, the District will reimburse the teacher the total amount of the loan. If the teacher is still in the process of repaying the loan, the District will reimburse to the teacher the amount of the total repayment and discontinue the payroll deduction from that point forward.

D. Any employee in the MA 60 lane who then receives NBC, shall receive an additional wage amount equivalent to a 2.5% lane change.

#### **CHSD 128**

No PD credits granted. Teachers will be allotted 3 professional days to work on certification requirements. Completion of program and certification awarded. Once awarded NBCT status, the teacher will receive an annual stipend equal to 2.13 % of the base salary. The district will pay the initial fee and the balance of the assessment fee for each teacher if grant money is not available for this purpose. The District will also pay 50% of the re-take costs for each section not passed. If the teacher does not receive certification within the timelines defined by the National Board for Professional Teaching Standards, he/she will be responsible for repaying 50% of the initial fee and assessment fee.

#### **CHSD 99**

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

#### **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.

### **CUSD 308**

Teachers who earn National Board for Professional Teaching Standards (NBPTS) Certification and School Psychologists who are Nationally Certified School Psychologists (NCSP) will receive a supplemental salary increase stipend in accordance with schedule C for the duration of their certification. National licenses do not qualify for this stipend. Proof of the Teacher's NBPTS or School Psychologist's NCSP must be provided to the Department of Human Resources to receive the stipend. Stipends will be distributed evenly at the end of each semester. In addition, the Board will award up to nine (9) credit hours upon successful completion of National Board Certification toward advancement on the salary schedule.

### **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.

#### **Elmhurst SD 205**

Teachers who are awarded National Board Certification status after July 1, 2008 will receive a one-time stipend of \$3000. This is distinct from reimbursement from the state of Illinois. These Teachers will also be eligible for a maximum of \$600 in reimbursement for the application fees in the certification process after being awarded the National Board Certification. All Teachers awarded National Board Certification status will also be eligible for a maximum of \$600 in reimbursement for recertification fees related to National Board certification.

#### **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.

#### **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.

#### **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**

Teachers electing to advance on the salary schedule will be reimbursed up to a total of \$1600 per school year for tuition costs for courses that have been previously approved by the superintendent. This reimbursement will be given upon proof by the teacher that the course was completed with no less than a "B" in the course. Summer courses shall count as part of the preceding school year. And/or the Board of Education will pay for or reimburse up to a total of \$1,100 per school 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 school year as supplemental stipend. This annual compensation shall be granted each school year of this contract for which certification is valid beginning with the year the certification is achieved.

If teachers are to advance horizontally on the salary policy, hours can be taken leading to a Master's degree, or undergraduate courses may be taken with the Superintendent's approval.

Above the Master's degree, all semester hours must be at the graduate level to be counted on the salary policy. Only hours earned after the completion of a Master's degree will be applied to the salary schedule beyond the Master's degree step.

To be acceptable for placement or advancement on the salary schedule for the next school year, the teacher will be required to have confirmation from the university on a university-sealed transcript-affirmation of completion and success in the course prior to the first pay period of the school year. If an official transcript is not available, an unofficial transcript can be accepted, provided that an official transcript is provided within thirty (30) days of its availability.

#### **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 \$2,000 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) work days per school year to work on National Board Program components upon approval of the Superintendent or designee.

#### **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[...].

#### **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.

**Tri City CUSD 1**

The Board of Education agrees to pay a stipend of \$800 for four consecutive years to any teacher who receives National Board Certification. Upon completion of the National Board Certification program, and presentation of the credentials, the Board of Education will reimburse the teacher for the course work required.

**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%).

**Western Springs SD 101**

Any staff member, upon receiving formal notification of successful attainment of National Board Certification shall receive a \$3000 increase on their base salary at the start of the following academic semester. Effective with this Agreement and upon submission to the District office of a successful National Board Certification renewal, a staff member will be awarded two (2) Professional Growth Credits (PGCs) or, if they have reached Master's +37.5 status, sixteen (16) hours of work at the hourly rate of \$38.00.

**Wilmette SD39 & Wilmette Community Sp Ed**

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. The Board and the WEA agree that certified teachers who attained final NBPTS certification prior to August 31, 2013 will permanently retain their Masters' lane placement or their annual \$2,000 stipend.

**Woodridge SD 68**

Upon receipt of National Board Certification and the District's receipt of the official transcripts, the District shall grant lane advancement from a Masters +30 lane to the DOC/NBCT lane. In order for a teacher to remain in the DOC/NBCT lane, the teacher must maintain National Board Certification and submit any documentation needed for proof of Certification renewal at the teacher's expense. Further, the teacher must maintain a leadership or mentorship position

within the District as agreed to by the Superintendent/designee. At any point if a teacher fails to recertify or maintain current National Board Certification status, that teacher will be placed at the same numerical Step in the MA +30 lane. For all National Board Certification equivalents, including National Board for Certification of School Nurses (NBCSN), National Association of School Psychologists (NASP), Certificate of Clinical Competence for Speech Language Pathologists through the American Speech Hearing Language Association (ASHA), and the Licensed Clinical Social Work (LCSW) designation an award of a \$1,000 yearly stipend will be provided such the teacher uses the equivalent Certification in a leadership or mentorship position within the District as agreed to by the Superintendent/designee.

**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.