

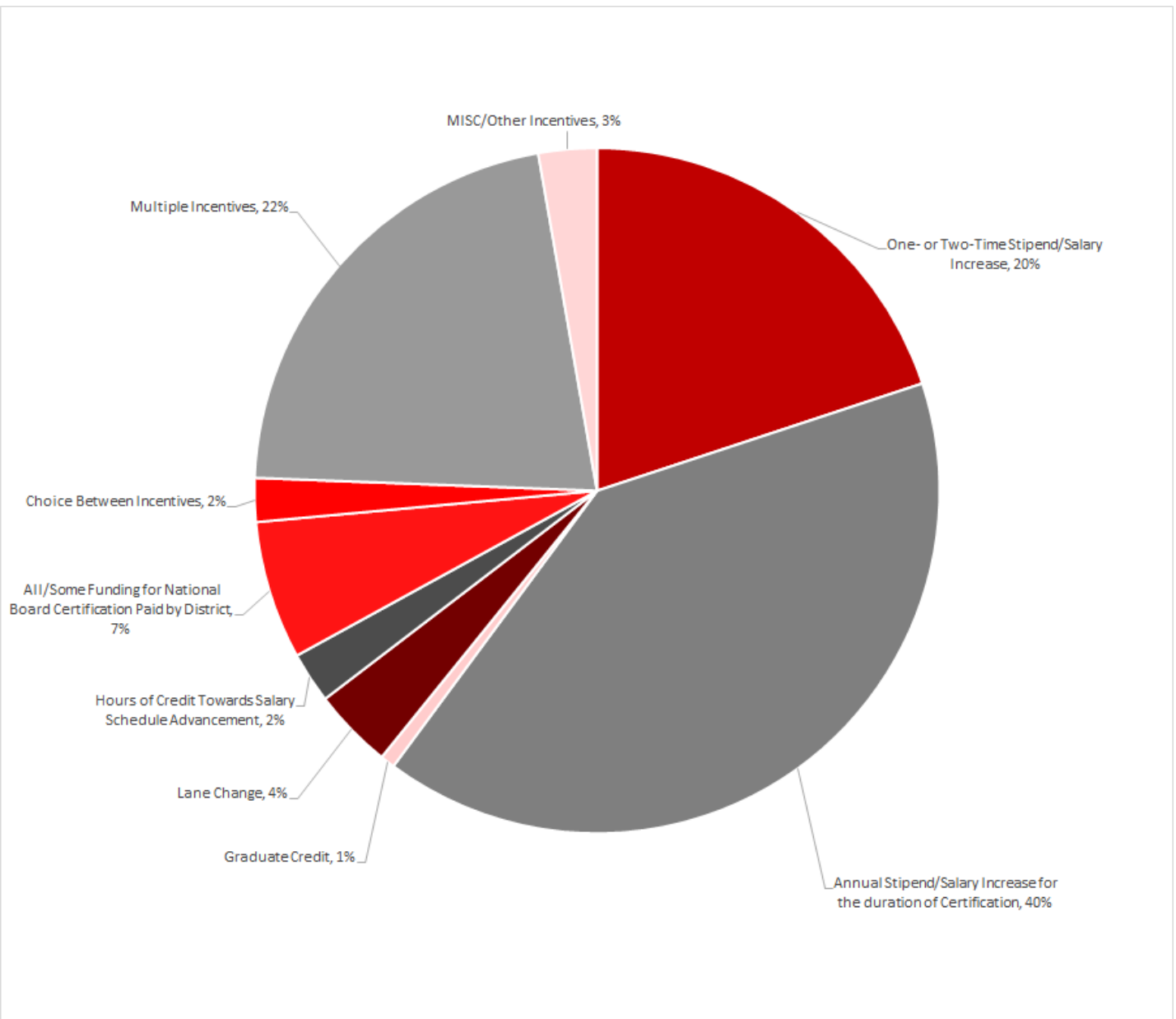
GENERAL INFORMATION

The National Board Resource Center (NBRC) gathers incentive data on a quarterly basis. As of **September 2023**, 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:



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) 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.