

EXAMPLES OF NATIONAL BOARD LANGAUGE FROM RECENT CONTRACTS

These are only examples. Obviously, some districts are taking a more vigorous approach to supporting National Board Certification than others. Strong examples include a guaranteed stipend whether the state continues to providing funding or not, release time to work on your certification, loans or payments for fees, forgiveness of loans if you do not achieve NB certification if the process is followed, and/or additional compensation beyond the state stipend in the form of a stipend or movement on the scale.

Talk this over with your chief negotiator or president and ask that it be addressed in your next contract negotiations and, of course, your leaders should consult with their UniServ director for help in crafting a proposal.

The examples are listed in no particular order.

RSU 18 Education Association

D. National Board Certification Teachers may choose to pursue National Board Certification as an alternative to pursuing a master's degree.

1. The Board will support the teacher by paying application/assessment fees for National Board Certification. Should the teacher not complete the National Board Certification within ten (10) years or within the timeline expected of the National Board, whichever is shorter, the teacher will reimburse the Board for all expenses paid on his/her behalf. Should a teacher leave the employ of RSU 18 before completion of the National Board Certification the teacher will reimburse the Board for all expenses paid to date.
2. The Board directs administration to work with the teacher in completing any necessary paperwork that the state requires of the RSU and teacher to assure state compensation for teachers who have attained National Certification.
3. The Board will provide compensation at the master's level of Schedule A if the state discontinues compensation for teachers who successfully complete the requirements of National Certification who have a bachelor's degree. The Board will provide compensation at the CAS level of Schedule A if the state discontinues compensation for teachers who successfully complete the requirements of National Certification who have a master's degree.
4. Five (5) professional days, of which no more than two (2) can be consecutive, will be provided to a teacher seeking National Board Certification.

Brewer Education Association

3. Any teacher who earns National Board Certification will receive an amount consistent with the next track on the salary schedule for the length of the certificate.
4. Advancement from one degree column to another shall be effective September 1st and March 1st of each year based upon degrees earned during the preceding six months and provided the teacher has

submitted written notification during the same preceding six months. Any teacher with a Bachelor's Degree who earns National Board Certification will advance to the Master's Degree column.

Winslow Education Association

D. The costs of attempting National Board Certification invoiced from the National Board of Professional Teaching Standards will be reimbursed to those teachers who go through the entire process. Total reimbursement will not exceed \$4,000.00.

E. Teachers who complete the requirements for and receive National Board Certification for Professional Teaching Standards will receive an annual stipend of \$3,000 throughout the life of the certificate.

Pequawket Valley Education Association

E. Any teacher who holds National Board Certification or is eligible to receive the State's National Board supplement (Chapter 519 Part AAAA - 1) for the year in question will receive an additional \$2000 over their salary schedule placement.

Waterville Education Association

F. Any teacher who completes the requirements for and receives National Board Certification for "Professional Teaching Standards" will receive a lateral promotion of one level on Schedule A.

MSAD 60 Teachers Association

A. National Board Certification

1. The Board will pay an additional \$2,000 for National Board Certification for the life of the certificate.
2. The Board will provide a loan for the application costs of National Board Certification in those cases where the teacher has been unable to secure a scholarship. The teacher must pay back the loan if they are unable to become National Board Certified. If the teacher becomes National Board Certified, the first \$2,000 annual payment is retained by the district to repay the loan. One loan per school per year will be available. The Superintendent has discretion in distributing unused loans between schools.

RSU 23 Education Association

E. When and if the State of Maine ceases paying National Board Certified teachers a stipend for being so certified, the Board will continue to fund that stipend at the rate last paid by the state prior to the stipend's cessation.

Mount Blue Regional School District Education Association

National Board Certification: Any teacher with National Board Certification shall receive up to the State of Maine's annual amount of \$3,000 paid by the Board if the teacher is not eligible for the State's annual stipend.

Falmouth Education Association

B. National Board for Professional Teaching Standards

The Board agrees to support teachers in pursuing National Board for Professional Teaching Standards (NBPTS) certification according to the following criteria and in the following ways:

1. All teachers on continuing contract are eligible for Board support.
2. The Board will support a cohort of up to three teachers to be selected in the first year of this contract, five teachers in the second year, and seven teachers in the third year. Teachers may access tuition reimbursement funds in lieu of coursework to cover the cost of registration and application fees in the year of their application. Teachers who have completed the NBPTS certification process will be expected to work the following year in the Falmouth Public Schools. Failure to do so will require the teacher to reimburse the district the full application fee.
3. If a teacher withdraws from the certification process and follows the NBPTS guidelines and timetable, the district will not require the teacher to reimburse the non-refundable portion of the application fee.
4. If a teacher fails to complete the certification process and does not follow the NBPTS guidelines and timetable, they will be required to reimburse the district the full application fee prior to the 26th pay period for that same school year.
5. Teachers will be responsible for any retake fees.
6. Teachers who achieve National Board certification will be compensated an additional \$2,000 per year for the ten-year duration of the certification as long as they remain employed as a teacher in the Falmouth school system. Any state or federal funds made available to NBPTS certified teachers through the school district will first be applied to offsetting the district's cost of NBPTS stipends. Funds in excess of the local cost of NBPTS stipends will be paid through the school district to the NBPTS certified teachers.
7. Teachers who achieve National Board certification will receive prorated compensation for the first and last year they hold certification, and full compensation for the nine years in between, so long as they remain employed as a teacher in the Falmouth School System.
8. Teachers employed by the Falmouth Public Schools who already hold NBPTS certification prior to August 30, 2010 will receive the additional compensation for the duration of their initial certification. Any state or federal funds made available to NBPTS certified teachers through the school district will first be applied to offsetting the district's cost of NBPTS stipends. Funds in excess of the local cost of NBPTS stipends will be paid through the school district to the NBPTS certified teachers.