

**IOWA STATE EDUCATION ASSOCIATION**

**DISTRICT SUPPORT AND INCENTIVES FOR  
NATIONAL BOARD CERTIFICATION**

**September 30, 2010**

<b>CONTRACTUAL COMPENSATION</b>	<b>CONTRACTUAL SUPPORT</b>	<b>NON-CONTRACTUAL RECOGNITION</b>
<p><b><u>Ames</u></b></p> <p>“Teaching staff achieving National Board Certification will be placed on the salary schedule one lane higher than the lane on which they would be placed based on hours of credit or degree. Should a teacher already qualify for the Ph.D lane and receive National Board Certification, the teacher shall be granted a lane change equivalent to the change from MA to MA+15 (0.6). This placement shall be ongoing as long as the teacher remains employed by the district and is in good standing with National Board Certified status.” (Article 17: 1.2.f.)</p> <p><b><u>Bennett</u></b></p> <p>“Teaching staff achieving National Board Certification will be placed on the salary schedule one lane higher than the lane on which they would be placed based on hours of credit or degree. The teacher needs to be in good standing with the National Board Certification status. This shall be retroactive to 2006.” (Article IV, Section 4.4.6)</p>	<p><b><u>Ames</u></b></p> <p>“Employees may request from the Superintendent or designee up to four (4) paid days during the time they are actively working on entry submissions for National Board Certification.” (Article 7: 2.10)</p>	<p><b><u>Johnston</u></b></p> <p>Past practice is that a community foundation for the Johnston School District honors recipients with a \$500 award.</p> <p><b><u>North Iowa</u></b></p> <p>They believe that the school board would support their one-time stipend as it was proposed several years ago: “...the North Iowa Community School District Board of Education will also award an additional \$2,000 one-time stipend to those who have earned National Teacher Certification prior to the 2003-2004 school year.”</p>

**Boone**

“Employees successfully completing work towards National Teacher Board certification shall receive three (3) hours of approved college credit towards advancement towards the next group and an additional three (3) hours of approved college credit will be received for attaining National Board certification.” (Article XIX, Section A)

**Cedar Rapids**

“Employees who receive their National Board Certification shall receive a 5% salary increase.”

“NBC teachers who recertify shall receive an additional 5% salary increase. The District shall reimburse NBC teachers the full application and processing cost for recertification, if such reimbursement is not available from the state and upon successful achievement of recertification.”

“Nurses who receive their national certification shall receive a 1% salary increase.” (Article 4, Section C)

**Colo-Nesco**

“For an employee to advance from one (1) educational lane to the next higher lane, the employee shall furnish an official transcript verifying the additional educational credits or proof of National Teacher Certification with the Superintendent no later than five (5) days after the beginning of each semester and pay adjustments shall be retroactive to the beginning of the same semester.” (Article XVI, B2)

**Decorah**

“Teachers completing the National Certification process will be granted two days of professional leave—one to take the National board test, and one to prepare the teaching portfolio.” (Article III, Section 6)

**Dubuque**

Employees may be permitted to...complete National Board certification assessment, upon ten (10) working days prior written application to and approval by the Superintendent or designee. (Article XVII)

**Cedar Rapids**

Newly certified teachers are honored each year at a reception held in May during Teacher Appreciation Week. All of the new NBCT’s to the district are introduced, congratulated, and presented with a gift from the Cedar Rapids Education Association.

**Grinnell-Newburg**

Teachers who have achieved National Board Certification will be paid at the educational lane one higher than their educational attainment.  
(Article 13.5)

**H-L-V**

“Any teacher who receives National Board Certification in her/his teaching area will be paid an additional \$500 during the school year. Proof of the National board Certification must be provided to the school superintendent before the \$500 payment will be approved by the school district.”  
(Article E – Page 26)

**Jefferson-Scranton**

Teachers who achieve the accreditation of National Board Certification for Professional Teaching Standards will be granted MA equivalency on the salary scale. Should the teacher(s) already qualify for the MA or MA15 lane and receive National Board Certification, the teachers(s) shall be granted MA15 or MA30 equivalency on the salary scale.  
(Article VI, Section I)

**Fairfield**

Criteria for Staff Reduction  
Breath of Certification  
“3 points for National Board Certification”  
(Article XIV)

**Lemars**

The district pays an annual stipend of \$1,500 in addition to all other salary to any full-time teacher who attains NBC status, and will continue to pay the stipend each year that the teacher remains a district employed teacher in good standing with NBC status. Part-time eligible teachers will receive a proportional stipend.  
(Article 9, Section c)

**Lynnville-Sully**

“Teachers completing National Board Certification shall be granted 8 hours of credit for movement on the salary schedule. National Board Certification shall not constitute a Master’s Degree.” (8 hours credit equals a lane change)  
(Article II, Section 6)

**Marion**

Teachers with National Board Certification (NBC) will advance one additional lane.  
(Salary Schedule, Schedule E1)

**Logan-Magnolia**

An employee who completes National Board Certification after employment in the District shall receive a one time stipend of one thousand dollars (\$1,000).  
(Article 16, Section 16.15)

**Linn-Mar**

Professional leave for attendance at educational meetings, including milestones for attaining an advanced degree or National board Certification shall be permitted at full pay if such attendance is approved by the superintendent or his/her designee.  
(Article 6, Section D)

**Lynnville-Sully**

Each employee may request up to (4) days per contract year to attend educational meetings or make visitations to view instructional techniques or programs, or if a candidate for National Board Certification, to work on entry submissions. Full pay will be granted if such absence is approved by the building principal.  
(Article IV, Section E)

**Mt. Vernon**

NBC teachers receive an additional 5% of salary base.  
(Article VIII)

**Northeast**

The district will reimburse 50% of registration and processing fees to employees upon completion of National Board Certification.  
(Article VI)

**Odebolt-Arthur**

National Board Certification cash incentive equivalent to one lane movement.  
(Salary Schedule)

**Ottumwa**

“Any certified staff member with National Board Certification will receive an additional amount equal to longevity pay.” (\$450)  
(Addendum “B”, Salary Schedule #2)

**Sioux City**

Employees who successfully complete National Board Certification receive \$1,000 in additional salary for each year he/she holds National Certification.  
(Salary Schedule)

**Mt. Vernon**

NBC candidates will be given two days of professional leave during the NBC process.

**Northeast**

Employees may use the District’s existing materials and equipment to complete the necessary requirements of National Board Certification.

**South Hamilton**

National Board Certification – Any faculty member who has successfully earned National Board Certification will receive an annual compensation of 10% of the BA base in addition to his/her step and lane.  
(Article XII, Section L)

**South Tama**

An employee who has achieved National board Certification will receive an additional 5% salary stipend based on their salary schedule step for as long as they maintain NBC status  
(Article IX, Section 6)

**Summer**

Employees gaining National Board Certification will be paid a one-time bonus of one thousand dollars (\$1,000).  
(Article III, Section 3.35)

**Spirit Lake**

“Any teacher who achieves certification from the National Board for Professional Teaching Standards shall be granted a one-lane horizontal movement on the salary schedule within their degree lane equal to 15 hours. The only lane change not available is BA+30 to MA.”  
(Article Seven, Section E)

**South Tama**

An employee may request from the Superintendent or designee up to four (4) paid days during the time they are actively working on entry submissions for initial National Board Certification.  
(Article VI., Section C)

**Union**

“The district will pay an annual stipend of three hundred fifty dollars (\$450) in addition to all other salary to any full-time teacher who attains National Board Certified (NBC) status, and will continue to pay the stipend each year that the teacher remains a district employed teacher in good standing with NBC status. Part-time eligible teachers will receive a proportional stipend.” (Section 301.5)

**Ventura**

“An annual stipend of \$1,000 will be paid to teachers who attain National Board Certification.” (Article 17.07)

**Woodward-Granger**

The District will pay a one-time stipend of \$1,000 for two (2) years to an employee who earns National Board Certification.  
(Article 19.1F)