

SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 3
JULY 25, 2019

NATIONAL BOARD CERTIFICATION

TEACHER CONTRACT

ARTICLE 9. ADDITIONAL COMPENSATION PROVISIONS (continued)

SECTION 10. NATIONAL BOARD CERTIFICATION

A teacher (NBCT), school nurses (NBCSN), or school psychologist (NCSP) who is National Board Certified in one or more areas will receive a ~~\$3,500~~ **\$4,500** annual stipend, provided the employee worked a minimum of 100 duty days in that school year. Teachers, school nurses and school psychologists who maintain their certification for ten (10) years or more will receive an additional **\$750 annual stipend**. This stipend will be paid on an hourly rate over each biweekly pay period.

~~Subd. 1. Teachers attempting to become National Board Certified shall receive a \$1,000 stipend in the year they seek certification or renewal upon completion of the work required for certification or renewal.~~

Subd. 1. In addition to the annual stipend, teachers attempting to become National Board Certified shall receive a \$1,000 stipend in the school year during which they seek to complete the certification or renewal process. This stipend shall be payable immediately upon demonstrated completion of the work required for certification or renewal, irrespective of whether certification is ultimately achieved.

Subd. 2. Teachers seeking certification or renewal shall receive a \$300 allowance for materials **during any school year in which they have registered for certification**. Reimbursement requires receipts and is subject to verification.

Subd. 3. Candidate teachers may use **up to** six (6) hours of the District professional development meeting times during the **any** school year ~~when they are seeking~~ **in which they have registered for** certification to complete work toward certification upon advance notification to the principal.

Subd. 4. Upon teacher request, the District shall reimburse ~~any cost to the teacher for the~~ **cost of any component required for a one-time application for certification (limit of \$475 per component, for a total of no more than \$1,900 over a period of up to three years (\$3,000)). Any money the A teacher electing to have the District pays toward for any part of the cost of certification application will be deducted first from the one-time \$1,000 stipend paid upon completion of all four components, and after that from forego the annual stipend paid during the teacher's for their first year of certification. Any teacher who receives this reimbursement and does not submit all four components within**

three years of beginning the process, as required by the NBPTS, shall return the reimbursement to the district in full.

[[Same as preceding Subd. 4. with edits completed for ease of reading in proposal]]

Subd. 4. Upon teacher request, the District shall reimburse the teacher for the cost of any component required for certification (limit of \$475 per component, for a total of no more than \$1,900 over a period of up to three years). Any money the District pays toward the cost of certification will be deducted first from the one-time \$1,000 stipend paid upon completion of all four components, and after that from the annual stipend paid during the teacher's first year of certification. Any teacher who receives this reimbursement and does not submit all four components within three years of beginning the process, as required by the NBPTS, shall return the reimbursement to the district in full.

Subd. 5. Teachers seeking certification shall be exempt from the requirements of TDE in any school year during which they are seeking certification. This exemption shall take effect when the teacher registers for certification. Teachers who do not complete at least one component during a school year in which they are exempt are not eligible for exemption the following school year.

Subd. 6. The District shall provide for one FTE Instructional Coach position, to be filled by a National Board-Certified Teacher, for the purpose of raising awareness about National Board Certification and providing structured support and coaching for teachers across the district who are pursuing certification.

SECTION 11. CERTIFIED SPEECH CLINICIANS, SOCIAL WORKERS, NURSE PRACTITIONERS

Subd. 1. Certified Nurse Practitioners, Speech Clinicians who hold CCC certification and Social Workers who hold LICSW license and Occupational Therapists who hold NBCOT will receive a ~~\$3,500~~ \$4,500 annual stipend paid on an hourly rate over each biweekly pay period. Certified Nurse Practitioners, Speech Clinicians who hold CCC certification and Social Workers who hold LICSW license that renew their certification at the ten-year expiration date will receive an additional \$750. Certified Nurse Practitioners, Speech Clinicians who hold CCC certification and Social Workers who hold LICSW licenses shall be eligible for the additional compensation and reimbursements in ARTICLE 9, SECTION 10, Subdivisions 1-4 above where applicable.