

LETTER OF UNDERSTANDING
National Board Certified Teacher Stipend

The Board of Education (the "Board") of Community Unit School District No. 5, McLean and Woodford Counties, Illinois (the "District") and the Unit Five Education Association-IEANEA ("UFEA") recognize the importance of hiring and retaining quality educators. One of the ways educators can demonstrate their accomplishments is through obtaining a National Board Certification.

During the 2020-2021 school year, the District discovered there were NBCT educators receiving the negotiated Schedule B NBCT stipend despite their certifications having expired or not being renewed. The District expressed their interest in only paying such stipends to those bargaining unit members who maintained a current NBCT certification. Due to the timeline necessary to obtain a new certification after expiration, the parties agree to the following for those bargaining unit members who have been receiving the NBCT stipend since the expiration of their NBCT certification:

- 1.) The District will notify, on or before June 1, 2021, those bargaining unit members who have been receiving the NBCT stipend but whose certifications have expired.
- 2.) Bargaining unit members whose certification has expired must notify Human Resources by August 1, 2021, if they are already in the process of recertification or intend to restart the process for recertification and their schedule for completion. In addition, they shall provide documentation to Human Resources each NBC assessment cycle beginning with the 2021-2022 assessment cycle and continuing each consecutive assessment cycle showing:
 - a.) Their registration for one of the four components; and
 - b.) Fees paid associated with NBCT.
- 3.) If the bargaining unit member provides such documentation by September 1st of each assessment cycle, the District will continue to pay their stipend while they complete the recertification process.
- 4.) If the bargaining unit member fails to provide continued documentation showing their registration for one of the components during any assessment cycle, the stipend will be removed.

This Letter of Understanding applies only to bargaining unit members whose National Board certification has currently expired as of the date of this Letter of Understanding and is not binding or precedent setting. Should the National Board certification of a bargaining unit member whose certification is current as of the date of this Letter of Understanding later expire, such bargaining unit member shall not be entitled to the benefit of this Letter of Understanding and their stipend shall be removed.

**BOARD OF EDUCATION OF COMMUNITY
UNIT SCHOOL DISTRICT NO. 5, MCLEAN
AND WOODFORD COUNTIES, ILLINOIS**

By: 
President

Date: 6-4-21

UNIT FIVE EDUCATION ASSOCIATION

By: 
President

Date: 5.10.21