

**MEMORANDUM OF UNDERSTANDING
RE: NATIONAL BOARD CERTIFICATION EQUIVALENCIES
(AMENDED NOVEMBER 9, 2015)**

This **AGREEMENT** is between the **BOARD OF EDUCATION OF OAK PARK ELEMENTARY SCHOOL DISTRICT NO. 97, COOK COUNTY, ILLINOIS**, (“Board”) and the **OAK PARK TEACHERS’ ASSOCIATION, IEA-NEA**, (“OPTA”) (collectively referred to as the “Parties”).

WHEREAS, the Board and the OPTA entered into a collective bargaining agreement governing the terms and conditions of employment for the 2014-2015 through the 2017-2018 school years (“2014-2018 Collective Bargaining Agreement”);

WHEREAS, Article XVI, Section A(4) of the 2014-2018 Collective Bargaining Agreement contains recognition pay for teachers awarded National Board Certification from the National Board of Professional Teaching Standards (“National Board Certification”);

WHEREAS, the Board and the OPTA as part of the collective bargaining agreement signed a “Memorandum of Understanding re: National Board Certification” that committed to identifying, for other professionals in the education field, accreditations that are equivalent to National Board Certification;

WHEREAS, the Memorandum of Understanding re: National Board Certification called for a Joint Committee to research and identify:

- a. Other programs or distinctions with rigorous achievement standards, similar to the National Board Certification (“NBC equivalent”) for members of the OPTA who practice in different disciplines or fields (the joint committee will identify such programs and distinctions within ninety (90) days after ratification of 2014-2018 Collective Bargaining Agreement);
- b. Rules addressing which members of the OPTA are eligible to receive National Board Certification recognition and which members of the OPTA are eligible for NBC equivalent recognition;
- c. Rules for preapproval of coursework and/or programs required for NBC equivalent recognition coursework, reimbursement for such coursework and/or fees, deadlines for completing such coursework or programming, deadlines for submitting proof of completed coursework or programming, and timing and implementation of the associated payment of the NBC equivalent recognition; and
- d. Amount of financial recognition to be provided for earning an NBC equivalent recognition.

WHEREAS, the Joint Committee’s National Board Equivalency recommendations were presented in writing to the Board for its approval on July 7, 2015 and the amended recommendation of the Occupational Therapist Equivalency was presented in writing to the Board for its approval on October 27, 2015;

WHEREAS, the Board and the OPTA are committed to identifying, for other professionals in the education field, National Board Certification equivalent accreditations.

NOW THEREFORE, in consideration of the above, the Parties agree as follows:

1. The following programs are identified as “NBC Equivalent” for members of the OPTA who practice in different (non-teaching licensed) disciplines or fields. The NBC Equivalents and annual amount of financial recognition to be provided for an NBC Equivalent recognition will be as follows:

Area	Equivalency	Annual Amount
Speech and Language Pathologists	American Speech and Language Hearing Association - Certificate of Clinical Competence in Speech-Language Pathology	\$9,750
School Psychologists	National Association of School Psychologists - Nationally Certified School Psychologist	\$8,750
Social Workers	Association of Social Work Boards - Licensed Clinical Social Worker	\$8,000
Physical Therapists	The American Board of Physical Therapy Specialties - Pediatrics Specialist Certification	\$2,000
School Nurses	National Board for Certification of School Nurses - National Certified School Nurse	\$2,000
Occupational Therapists	The American Occupational Therapy Association - Specialty Certification in School Systems	\$7,750

Based upon the following decision matrix developed by the Joint Committee:

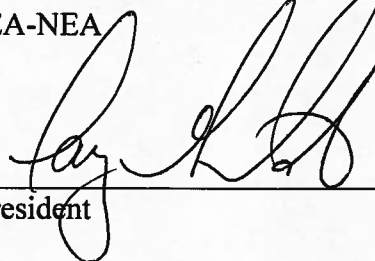
	SPEECH PATH- ASHA CCC	PT- Pediatrics Specialist	SOCIAL WORK- LCSW	PSYCHOLOGIST- NCSP	NURSES - NCSN	OT- School Systems Specialist
Hours of additional work 2000-3,000 hours = \$500 1-1,999 hours = \$250	1260 hours supervision and ongoing formal evaluations (1-5 rubric rating) \$250	2000 hours clinical practice supervisor \$500	3,000 hrs supervised practice (analysis and reflection) \$500	1200 hrs supervised internship (analysis and reflection) \$250	None \$0	120+ hrs (analysis and reflection) \$250
EXAM \$1,000	Yes Both school and clinical model \$1000	Yes Clinical Model \$1000	Yes Clinical DSM V \$1000	Yes (retake every 10 yrs) \$1000	Yes School –based criteria \$1000	No \$0
Time estimated to complete \$500	1 year clinical fellowship \$500	1-2 years? \$500	2 -3 years \$500	½-1 year \$500	Exam only \$0	½ year minimum \$500
Related to National Board	Highly applicable \$5,000	*May not be as applicable to school PT,	Highly applicable to the school	Highly applicable- National school based distinction	School-based nursing distinction	Highly applicable- National school

Mission to see results in students-Rigor \$3,000		depends on program specifics which we don't have \$0	position- State license \$3,000	\$4,000	\$1,000	based distinction \$4,000
Portfolio \$3,000	Analysis and reflection after evaluation \$3,000	None \$0	Analysis and reflection after evaluation \$3,000	Analysis and reflection after evaluation \$3,000	None \$0	Analysis and reflection after evaluation \$3,000
TOTAL	\$9,750	\$2,000	\$8,000	\$8,750	\$2,000	\$7,750

2. Any member of the OPTA with teacher licensure will be eligible for National Board Certification recognition as stated in Article XVI, Section A(4) of the 2014-2018 Collective Bargaining Agreement. Other NBC equivalencies for teachers shall not be identified.
3. The rules for preapproval of coursework and/or programs required for NBC Equivalent recognition coursework, reimbursement for such coursework and/or fees, deadlines for completing such coursework or programming, deadlines for submitting proof of completed coursework or programming shall follow Article XVI, Section A(6) of the 2014-2018 Collective Bargaining Agreement.
4. Any member of the OPTA who earned an NBC Equivalent on or before September 15, 2014 shall receive financial recognition for the stated annual amount retroactive for the 2014-2015 school year, provided that the NBC Equivalent was valid during the 2014-2015 school year. Any member of the OPTA who earned an NBC Equivalent from September 16, 2014 through January 15, 2015 shall receive financial recognition for fifty percent (50%) of the stated annual amount retroactive for the 2014-2015 school year.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding on this 9th day of November, 2015.

OAK PARK TEACHERS' ASSOCIATION,
IEA-NEA



President

OAK PARK ELEMENTARY SCHOOL,
DISTRICT NO. 97, COOK COUNTY
ILLINOIS



President, Board of Education

ATTEST:



Secretary, Board of Education