

**MEMORANDUM OF UNDERSTANDING
RE: NATIONAL BOARD CERTIFICATION RECOGNITION**

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 tentative agreement for 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, the Board and the OPTA recognize that a teacher who earns National Board Certification has completed a rigorous course of study and demonstrated commitment to the highest standards of the teaching profession;

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 acknowledge that, because some of the employees covered by the 2014-2018 Collective Bargaining Agreement are involved in providing a service, or are engaged in a professional discipline that is not recognized through National Board Certification, not all employees will be eligible to earn receive financial recognition for this particular achievement; and

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

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

1. For the 2015-2016 school term, the Parties agree to form a joint committee, consisting of an equal number of representatives appointed by the OPTA (which will include impacted OPTA members) and appointed by the Superintendent (collectively, “Committee”), for the purpose of researching and identifying:
 - 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

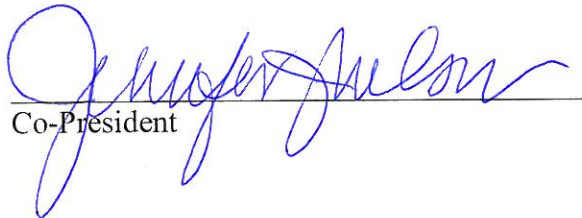
- d. Amount of financial recognition to be provided for earning an NBC equivalent recognition.

The Committee will present a recommendation for such rules to the Board for its approval.

2. The Parties believe that the January 15 and September 15 submission dates in Article XVI Section A(6)(g), with the corresponding February 15 and October 15 dates for resolution of discrepancies or missing information, are reasonable dates for the completion of documentation demonstrating achievement of National Board Certification for the recognition pay. However, if necessary, the Parties will work in good faith to adjust those dates for the National Board Certification recognition such that: (1) teachers awarded National Board Certification prior to the start of a school year will earn the recognition pay retroactive to the first work day of the current school year; and (2) teachers awarded National Board Certification during the school year and prior to January 1 will receive the recognition pay retroactive to the first work day after winter break of the current school year.

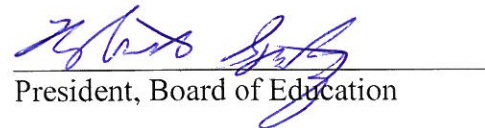
IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding on this 19 day of February, 2015.

OAK PARK TEACHERS' ASSOCIATION,
IEA-NEA



Co-President

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



President, Board of Education

ATTEST:

Co-President



Secretary, Board of Education