

**APPENDIX D**

**National Board Certification**

The District and the Teachers Association agree to support participation by Long Beach Unified School District teachers in the National Board Certification process. To encourage this participation, the District and the Teachers Association agree to the following:

1. The District and the Association shall collaboratively support and participate in recruitment of candidates for National Board Certification.
2. Applicants must possess a baccalaureate degree and clear credential from an accredited institution have at least three years of successful classroom teaching experience as a regular contract teacher and be a regular contract permanent teacher, or be a teacher with a specialized contract for at least five (5) consecutive years.
3. Applicants shall have three letters recommending acceptance into the pre-candidacy program. At least one should be from an administrator who is familiar with the applicant's teaching performance; the remaining letters of recommendation may be requested from individuals chosen by the applicant who are familiar with the applicant's performance in the classroom.
4. Applicants must sign an agreement to participate in a pre-candidacy support program which will require attendance at a minimum of one (1) meetings each month over a six (6) month program. Participants will be provided release time for required meetings held during the school day.
5. A National Board Certification Oversight Committee shall be formed consisting of three (3) classroom teachers selected by the Association and three (3) administrators. Members of this committee shall select a chairperson and develop an agenda which is responsive to their areas of responsibility. The responsibilities of this committee shall include approval of training and assistance provided in both pre-candidacy and candidacy support programs and monitoring the progress and level of commitment demonstrated by program participants. At the conclusion of the pre-candidacy program, the Oversight Committee shall approve or disapprove advancement of participants from pre-candidacy to candidacy status.
6. The initial assessment fee for National Board Certification is approximately \$2,275. For participants who are advanced to the District Candidacy Program for National Board Certification, the District shall provide compensation for all initial assessment fee expenses and one retake in a section.
7. Following approval by the Oversight Committee for National Board Certification and before beginning the District Candidacy Program, participants shall sign a Statement of Intent in which they agree to render two (2) years of service in the employ of the District following completion of the National Board Certification process. In addition, the employee shall furnish a suitable bond indemnifying the governing board of the District for an amount equal

1 to the initial assessment fee expenses incurred in the event the employee were to resign from  
 2 the District before this two (2) year period has elapsed.

- 3  
 4 8. The candidacy program for teachers approved for participation in the National Board  
 5 Certification process shall be one (1) year in length. Participation may be extended for a  
 6 second year based on the recommendation of the Oversight Committee for National Board  
 7 Certification and the approval of the Assistant Superintendent, Curriculum, Instruction, and  
 8 Professional Development.

- 9  
 10 9. Candidates participating in the National Board of Certification process shall be provided  
 11 technical and pedagogical support by the District designed to prepare and assist candidates  
 12 working toward successful completion of required component tasks within the certification  
 13 process.

- 14  
 15 10. Candidates who achieve National Board Certification shall receive additional annual  
 16 compensation at a rate of five (5) percent of the base salary.

17  
 18 If teachers holding National Board Certification choose, they may serve as designated master  
 19 teachers under the direction of the Assistant Superintendent, Curriculum, Instruction, and  
 20 Professional Development. In this role teachers shall be expected to provide sixty (60) hours  
 21 of service outside the employee's regularly assigned work year. A plan detailing how these  
 22 hours will be completed must be submitted by the first Friday in October. Service shall be  
 23 in one or more of the following areas:

- 24  
 25 a. Assistance and guidance to new teachers and/or teacher trainees.  
 26 b. Assistance and guidance to experienced teachers upon mutual agreement of the  
 27 parties.  
 28 c. Assistance to National Board pre-candidates, candidates, or advanced candidates.  
 29 d. Professional development activities.  
 30 e. Curriculum development.  
 31 f. Provide direct support to students outside of my regular contract day in intervention  
 32 or after school programs.

33  
 34 Employees who accept designated master teacher status and whose most recent final  
 35 evaluation is effective in all areas shall receive additional compensation at a rate of an  
 36 additional five (5) percent of the base salary. Such additional compensation shall be provided  
 37 for the duration of National Board Certification and shall be counted as salary or wages for  
 38 employer contribution or employee benefit under the State Teachers Retirement  
 39 System/Public Employees Retirement System. Federal and state income taxes will be  
 40 deducted from additional compensation as required by law.

- 41  
 42 11. The District and the Association are equally committed to Long Beach Unified School  
 43 District teachers' successful participation in the National Board Certification process. The  
 44 District and the Association also understand that in the initial implementation of this  
 45 program, there will inevitably be questions raised and decisions which will need to be made  
 46 relative to policy and practice. Both the District and the Association agree that the Oversight

1 Committee for National Board Certification be charged with the responsibility of formulating  
2 responses to questions and developing recommendations to the Assistant Superintendent,  
3 Curriculum, Instruction, and Professional Development.  
4

5  
6  
7 Ratified 1.05.16  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46