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APPENDIX D

National Board Certification

5 The District and the Teachers Association agree to support participation by Long Beach Unified
6 School District teachers in the National Board Certification process. To encourage this participation,
7 the District and the Teachers Association agree to the following:
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- 9 1. The District and the Association shall collaboratively support and participate in
10 recruitment of candidates for National Board Certification.
11
- 12 2. To be eligible to participate in the District Sponsored National Board Certification
13 Program, certificated teachers must:
14 • Posses a bachelor’s degree from an accredited institution
15 • Hold a clear teaching credential
16 • Have successfully completed three (3) years of teaching as a regular contract
17 or five (5) consecutive years of teaching as a special contract teacher.
18
- 19 3. Applicants shall have three letters recommending acceptance into the pre-candidacy
20 program. At least one should be from a recent supervising administrator who is
21 familiar with the applicant’s teaching performance; the remaining letters of
22 recommendation may be requested from individuals chosen by the applicant who
23 are familiar with the applicant’s performance in the classroom.
24
- 25 4. Applicants must sign an agreement to participate in a pre-candidacy support
26 program which will require attendance at a minimum of one (1) meetings each
27 month over a six (6) month program. Participants will be provided release time for
28 required meetings held during the school day.
29
- 30 5. A National Board Certification Oversight Committee shall be formed consisting of
31 three (3) classroom teachers selected by the Association and three (3) administrators.
32 Members of this committee shall select a chairperson and develop an agenda which
33 is responsive to their areas of responsibility. The responsibilities of this committee
34 shall include approval of training and assistance provided in both pre-candidacy and
35 candidacy support programs and monitoring the progress and level of commitment
36 demonstrated by program participants. At the conclusion of the pre-candidacy
37 program, the Oversight Committee shall approve or disapprove advancement of
38 participants from pre-candidacy to candidacy status.
39
- 40 6. The initial assessment fee for National Board Certification is approximately \$2,275.
41 For participants who are advanced to the District Candidacy Program for National
42 Board Certification, the District shall provide compensation for all initial assessment
43 fee expenses and one retake in a section.
44
- 45 7. Following approval by the Oversight Committee for National Board Certification and
46 before beginning the District Sponsored National Board Certification Candidacy

1 Program, participants shall sign a Memorandum of Understanding in which they
 2 agree to render two (2) years of service in the employ of the District following
 3 completion of the National Board Certification process. In addition, the employee
 4 shall furnish a suitable bond indemnifying the governing board of the District for an
 5 amount equal to the initial assessment fee expenses incurred in the event the
 6 employee were to resign from the District before this two (2) year period has elapsed.
 7

- 8 8. The candidacy program for teachers approved for participation in the National Board
 9 Certification process shall be for five (5) years, after the initial enrollment with the
 10 National Board as a Candidate.
 11
 12 9. Candidates participating in the National Board of Certification process shall be
 13 provided technical and pedagogical support by the District designed to prepare and
 14 assist candidates working toward successful completion of required component tasks
 15 within the certification process.
 16
 17 10. Candidates who achieve National Board Certification shall receive additional annual
 18 compensation at a rate of five (5) percent of the base salary.
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20 If teachers holding National Board Certification choose, they may serve as a National Board
 21 Designated Master Teacher (NBDMT) under the direction of the Assistant Superintendent,
 22 Human Resource Services. In this role NBDMTs shall be expected to provide sixty (60)
 23 hours of service outside the employee's regularly assigned work year. A plan detailing how
 24 these hours will be completed must be submitted by the first Friday in October. NBDMTs'
 25 services must be based on site and /or district needs and fulfill the three pillars of academics,
 26 intellect, and service. Service shall be in one or more of the following areas:
 27

- 28 a. Providing assistance and guidance to teachers new to an assignment and/or
 29 teacher trainees.
 30 i. Maximum of forty (40) hours per teacher new to an assignment and
 31 not part of the induction program.
 32 ii. Maximum of ten (10) hours per semester for mentor an assigned
 33 student teacher.
 34 b. Providing assistance and guidance to experienced teachers upon mutual
 35 agreement of the parties (i.e., Serve as Peer Assistance and Review (PAR)
 36 Consulting Teacher).
 37 c. Providing assistance to National Board pre-candidates, candidates, or
 38 advanced candidates.
 39 d. Conducting professional development activities that benefit your site or
 40 district.
 41 e. Developing curriculum that benefits your site or district.
 42 f. Providing direct support to students and/or families outside of my regular
 43 contract day in intervention or after school programs.
 44

45 Employees who accept National Board Designated Master Teacher status and whose most
 46 recent final evaluation is effective or higher in all areas shall receive additional compensation

1 at a rate of an additional five (5) percent of the base salary. NBDMTs may not receive any
2 additional form(s) of compensation for their NBDMT services beyond the stated additional
3 five (5) percent of their base salary. Such additional compensation shall be provided for the
4 duration of National Board Certification and shall be counted as salary or wages for employer
5 contribution or employee benefit under the State Teachers Retirement System/Public
6 Employees Retirement System. Federal and state income taxes will be deducted from
7 additional compensation as required by law.
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- 9 11. The District and the Association are equally committed to Long Beach Unified
10 School District teachers' successful participation in the National Board Certification
11 process. The District and the Association also understand that in the initial
12 implementation of this program, there will inevitably be questions raised and
13 decisions which will need to be made relative to policy and practice. Both the
14 District and the Association agree that the Oversight Committee for National Board
15 Certification be charged with the responsibility of formulating responses to
16 questions and developing recommendations to the Assistant Superintendent, Human
17 Resource Services.
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