

Eligibility

In order to be eligible for the Los Angeles Unified School District National Board Certified Teacher Program incentives teachers must meet the following eligibility criteria:

ELIGIBILITY: 2019 – 2022 AGREEMENT LOS ANGELES UNIFIED SCHOOL DISTRICT and UNITED TEACHERS LOS ANGELES

37.0 National Board Certification (NBC): The District has agreed to establish a program for payment of additional compensation to

UTLA represented permanent employees

who work directly with students on a daily basis in a classroom setting

who obtain National Board Certification (NBC) from the National Board for Professional Teaching Standards (NBPTS).

The additional compensation shall be implemented in the following manner:

Each qualified employee in permanent or probationary status shall receive compensation at their daily rate for actually working a number of additional days/hours equal to 7 1/2% of their work year (92 hours)

and shall also receive a differential of 7 1/2% per year for a total of 15% increase in compensation above their base rate.

Teachers must work in the classroom for a minimum of 60% of the day -- or, four periods in a secondary school to earn 100% of the 15% increase in compensation.

Teachers on Half-Time, Reduced Workload Leave or working for a minimum of 50% of the day as a classroom teacher (or three 183 Article XIV – Salaries 2019-2022 UTLA Contract periods in a secondary school) will receive 50% of the 15% -- or 50% of the 7 1/2% for holding the certification and 50% of the 7 1/2 % for completing 46 required additional hours of work.

The District and UTLA shall jointly explore whether this compensation is STRS creditable. This program shall be available to employees serving in a position which is currently eligible for the NBC pursuant to current NBPTS requirements. Such qualified employees will continue to receive the additional compensation as long as they hold a valid certificate and satisfactorily fulfill their assigned duties. The District and UTLA agree to meet and negotiate regarding any position for which the NBPTS creates an NBC after the expiration of this agreement.

- If part or all of the assignment is in an 'out of the classroom' position, defined as any position other than a register carrying classroom teacher, you must follow the out-of-classroom guidelines

Eligibility Check and Process—Out-of-Classroom

- NBC Teachers in **full or part time Out-of-Classroom Positions** (including but not limited to coordinators, instructional coaches, advisor positions, teacher expert, primary promise) must register for the NBC Out-of-Classroom Course and follow the directions within the course including submission of documents to confirm eligibility and monthly calendars. Teachers who are record-carrying assignments for 50% or more of the day or Resource Specialist, Itinerant Teacher or Library Media Teachers who work with students for 50% of the day or more qualify under the classroom teacher of record guidelines.) .
- The access code for the Schoology course will be on the homepage of the LA Unified NBC website. Incentives paid to NBC Teachers who are ineligible will need to be repaid to the Los Angeles Unified.
- *Guidelines for submitting eligibility documentation and calendars will be in the NBC Out-of-Classroom course

Ineligible

- Not an employee Los Angeles Unified or in a position not represented by UTLA
- Teacher that works in a classroom setting directly with students daily for less than 50% of the day
- Work in a classroom setting directly with students daily is not a part of the job description (on official job flyer or class code job description)
- Temporarily ineligible while on official leave for 20 days or more—see guidelines to notify NBC office of begin/end dates of leave;
- Temporarily out of the classroom for other reasons contact peggy.presley@lausd.net to clarify if you will be eligible for the differential during that time (please note that teachers are ineligible to receive the NBC incentive while suspended or otherwise removed from the classroom)

Procedures for Special Circumstances

Leave of Absence

- Teachers who are **on leave** for 20 days or longer are ineligible for the NBC incentive during that time (the base 7.5% and/or activities for the 92 hours). NBC Teachers who will be on leave are required to complete the Information Update Form posted on the forms page of the NBC website before starting the leave and again when returning from leave. A new PAC form must also be submitted upon returning from a leave. Be sure to email NBC staff to alert them that you have returned and the new PAC is there. The incentive may not be reinstated until the NBC Teacher is officially returned to active status working in a classroom each day. If paid for any or all of the ineligible time the money will need to be repaid to Los Angeles Unified. Time.

Information Update Form

- NBC Teachers need to complete the **Information Update Form** whenever there is a significant change after the PAC and Commitment Form are submitted for the year. These include, but are not limited to, change of name, address, phone, school site, position; move to or from an eligible assignment; beginning or ending a leave of absence; retiring or leaving the Los Angeles Unified. The link to the Information Update Form is on the forms page of the NBC website.