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:

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

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

<table>
<thead>
<tr>
<th>SPEECH PATH- ASHA CCC</th>
<th>PT- Pediatrics Specialist</th>
<th>SOCIAL WORK- LCSW</th>
<th>PSYCHOLOGIST- NCSP</th>
<th>NURSES - NCSN</th>
<th>OT- School Systems Specialist</th>
</tr>
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<tbody>
<tr>
<td>Hours of additional work</td>
<td>1260 hours supervision and ongoing formal evaluations (1-5 rubric rating) $250</td>
<td>2000 hours clinical practice supervisor $500</td>
<td>3,000 hrs supervised practice (analysis and reflection) $500</td>
<td>1200 hrs supervised internship (analysis and reflection) $250</td>
<td>None $0</td>
</tr>
<tr>
<td>EXAM</td>
<td>$1,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Time estimated to complete</td>
<td>$500</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Related to National Board</td>
<td>Highly applicable $5,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Mission to see results in students- Rigor $5,000</td>
<td>Analysis and reflection after evaluation $3,000</td>
<td>None $0</td>
<td>Analysis and reflection after evaluation $3,000</td>
<td>None $0</td>
<td>Analysis and reflection after evaluation $3,000</td>
</tr>
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</tr>
<tr>
<td>Portfolio $5,000</td>
<td>$9,750</td>
<td>$2,000</td>
<td>$8,000</td>
<td>$8,750</td>
<td>$2,000</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$9,750</td>
<td>$2,000</td>
<td>$8,000</td>
<td>$8,750</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

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