



Monticello Public Schools

Independent School District No. 882

Superintendent Eric Olson

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Notice of Termination of Past Practice

To: 2025-27 EMM Negotiations Committee
From: Rob Danneker, Director of Human Resources
Date: September 29, 2025

National Board Certification (Art. VII, Section 3):

To the extent the Union may contend there is a past practice regarding employee National Board Certification, the District hereby notifies the Union that effective upon ratification of the 2025-27 contract, the District is terminating any alleged practice in which employees are eligible to earn National Board Certification compensation based on anything other than a certification by a national board in accordance with Art. VII, Section 3 of the master agreement. Therefore, National Board Certification compensation shall not be awarded for membership (not certification) in a state-level (not national) organization.

Relevant Master Agreement Language:

Article VII

Section 3. National Board Certification: Any teacher covered by this agreement who earns and/or maintains a National Certification in an area germane to their teaching assignment will receive seven hundred and fifty dollars (\$750.00) per year until the National Certification ends. This bonus would apply to Classroom Teachers, Speech/Language Clinicians, Occupational/Physical Therapists, School Psychologists, and Social Workers.

The Superintendent must be notified in writing when the teacher begins the application process for National Board Certification. The teacher may apply for, and be granted, lane change credit upon completion of the National Board Certification process. Credits for National Board Certification may be used for lane change credits if the credits apply for a School Board approved Master Program and the class credit has been successfully completed.

Individual contracts will be modified to reflect National Board Certification on February 1st of each year. In order to receive the bonus, teachers must submit a National Certification Bonus application form to the Superintendent by November 1st. Bonuses will be paid as one (1) lump sum payment on the February 15th payroll. Eligible teachers must apply annually in order to receive the bonus for that school year.