

**MEMORANDUM OF UNDERSTANDING
BETWEEN CASHMERE SCHOOL DISTRICT
AND
CASHMERE EDUCATION ASSOCIATION**

RE: National Board Support

The parties agree to amend the Collective Bargaining Agreement as follows:

ARTICLE IX. FISCAL

SECTION I. NATIONAL BOARD SUPPORT

1. Employees getting their National Board Certification shall be eligible for the following support from the District:
 - a. Two (2) days of substitute release time;
 - b. Reimbursement for one (1) component;
 - c. A District provided cohort facilitator.

Employees holding a National Board for Professional Teaching Standards Certification shall receive a stipend as determined and funded by the State.

2. Employees who hold an ESA (Educational Staff Associate) position with the Cashmere School District who are not eligible to be a National Board Certified Teacher (NBCT), but who hold for a national certification in their field as listed below will receive a stipend of \$2500 pro-rated by FTE.

SLP – Certificate of Clinical Competence (CCC)

OT – National Board of Certification in Occupational Therapy (NBCOT)

Psychologists – Nationally Certificated School Psychologist (NCSP)

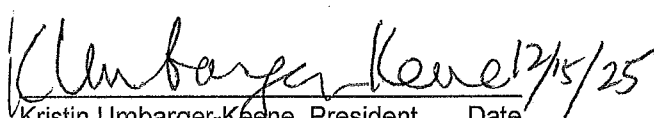
PT – National Physical Therapy Exam (NPTE)

It is the responsibility of the employee to provide documentation of their national certification to Human Resources by June 1 in order to ensure payment in their July paycheck. Employees are also responsible for providing updated documentation if their certification expires or is renewed.

~~This stipend will be paid in the employee's July paycheck.~~ At any time in the future, if the National Board for Professional Teaching Standards develops a certificate for one of these ESA positions, or if the Legislature creates a stipend, it will supersede any of these professional certificates listed above.

For the Association:

For the District:


Kristin Umbarger-Keene, President Date 12/15/25

 12/10/25
Glenn Johnson, Superintendent Date