

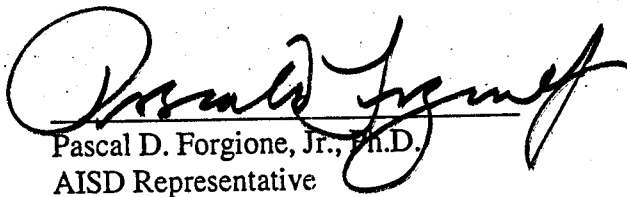
**CONSULTATION AGREEMENT  
BETWEEN THE  
AUSTIN INDEPENDENT SCHOOL DISTRICT  
AND  
EDUCATION AUSTIN**

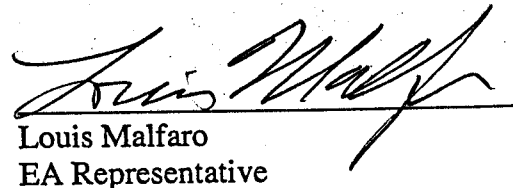
**SUBJECT: NATIONAL BOARD CERTIFICATION**

The identified parties hereby agree to the following stipend format for full-time AISD teachers who hold National Board Certification beginning the 2004-2005 school year:

1. Interested AISD teachers must submit documentation verifying their certification by the National Board for Professional Teaching Standards. Documentation must be submitted to the Supervisor of Records in the Department of Human Resources.
2. Once verified, AISD National Board Certified Teachers are eligible to receive a stipend for each year remaining in the term of their National Board Certification. The original Term of Certification is ten years from the date of Certification. The number of additional years through Re-Certification is ten years from the date of Certification. The number of additional years through Re-Certification is still to be determined by NBPTS.
3. Stipends will be calculated in the following manner:
  - A. AISD teachers, who begin the school year with National Board Certification, will receive a \$2000 annual stipend paid out in installments in their regular paychecks for each year remaining in the term of their National Board Certification.
  - B. AISD teachers, who become National Board Certified in December, will receive a \$1000 stipend in the second semester of the school year and \$2000 for each year thereafter for each year remaining in the term of their National Board Certification. Stipends will be paid out in installments in their regular paychecks.
4. AISD teachers who are National Board Certified Teachers and are working in professional or an administrative position within the District will receive their \$2000 annual stipend for each year remaining in the term of their National Board Certification.

5. AISD campus teachers approved to receive the \$2000 National Board Stipend may earn an additional \$1000 stipend for approved work beyond their regular duties provided:
- A. Qualified teachers must work at least 40 hours beyond normal duty hours in an academic year as approved by the Department of Professional Development. either coaching new teachers and/or coaching National Board candidates; and Such additional work will be in support of the AISD National Board Cohort and/or mentoring teachers with three to five years of teaching experience.
  - B. Documentation of the additional hours spent coaching new teachers and/or coaching National Board candidates must be submitted by the principal and the teacher on a District issued form to the Director of Educator Development by April 15 of each school year.

  
Pascal D. Forgione, Jr., Ph.D.  
AISD Representative

  
Louis Malfaro  
EA Representative

6-30-04  
Date

6/30/04  
Date