



BLUEPRINT

FOR OUR STUDENT'S FUTURE

CAREER LADDER SUB-COMMITTEE MEETING

APRIL 5, 2022



2 BLUEPRINT LAW

- Codified in Md. Code An., Educ. § 6-1001 et seq.
- Contains definitions, purpose, terms, and standard governing career ladders.
- Mission: To “require high quality diverse teachers and school leaders in every school” and the “elevation of the teaching profession to a profession comparable to other fields, with comparable compensation, that require a similar amount of education and credentialing with career ladders that allow the advancement of teachers and principals based on knowledge, skills, performance, and responsibilities” (Md. Code Ann., Ed.Art. § 1-303).

3 WHO IS A TEACHER?

- A teacher is defined as “Certified public school employee who is primarily responsible and accountable for teaching the students in the class” **but specifically does not include** unless otherwise provided: curriculum specialists, instructional aides, attendance personnel, psychologists, social workers, clerical personnel, individuals with a resident teacher certificate, or individual with certification for career professionals.
- What about unit members who are not considered “teachers”?

4 JULY 1, 2022, REQUIREMENTS

- Begin salary increases associated with the career ladder.
 - \$10,000 salary increase for certain “teachers” with their National Board Certification (NBC)
 - \$7,000 salary increase for certain “teachers” with their NBC who are assigned in an identified low performing school

5 GUIDING PRINCIPLES FOR CAREER LADDERS

- A salary that attracts people to the profession
- A teacher salary that incentivizes existing teachers to opt into the career ladder
- Progression of teachers along the career ladder in a manner that incentivizes teachers to stay in the classroom
- Teacher salary progression as performance increases as demonstrated by a teacher achieving National Board Certification

6 CAREER LADDER LEVELS

- Level 1: State certified teacher
- Level 2: Teacher pursuing: a Master's degree, 30 credits towards an approved State Board plan, or National Board Certification (NBC).
- Level 3: An NBC teacher. However, if there is no NBC assessment for the subject area, a teacher with a Master's degree in their subject area; or an Assistant principal.

7 CAREER LADDER DUTIES

- Teachers on levels 1, 2, and 3 must:
 - Teach in the classroom an average of 60% of the teacher's working time and
 - Spend the remaining time on “other teacher activities” such as improving instruction, identifying, working with and tutoring students working with challenging students; working with students in concentrated poverty, ;eave or participating in professional duties

8 CAREER LADDER LEVELS

- Level 4 – Teacher leadership track
 - Tier 1 – Lead teacher
 - Tier 2 – Distinguished teacher
 - Tier 3 – Professor distinguished teacher

9 CAREER LADDER TEACHER REQUIREMENTS

- Level 4 Lead Teachers
 - Be able to lead teams of teachers working to improve curriculum, instruction and assessment in the school, and mentor new or less skilled teachers.
 - Teacher in the classroom 50% and complete “other activities” the remainder of the day
 - Earn a minimum of \$5,000 salary increase on top of other increases (such as NCB)

10 CAREER LADDER TEACHER REQUIREMENTS

- Level 4 Distinguished teachers
 - Demonstrate exceptional skills in all requirements and
 - Teach in the classroom 40% of their working time and spend the remaining time on other teacher activities
 - Earn a minimum of \$10,000 salary increase on top of the other increases (NBC)

II CAREER LADDER TEACHER REQUIREMENTS

- Level 4 Professor Distinguished teachers
 - Publication of research papers as a university professor; or qualified to teach and be a leader in an institution of higher education
 - Teach in the classroom 20% of their working time and spend the remaining time on other teacher activities
 - Earn a minimum of \$15,000 salary increase on top of the other increases (NBC)

12 CAREER LADDER LEVELS

- Level 4 – Administrator track
 - Tier 1 – Licensed principal
 - Tier 2 – Distinguished principal
 - Possible tier for district office directors

13 CAREER LADDER TEACHER REQUIREMENTS

- Level 4 – Tier 1 - Licensed Principal
 - State Board and Professional Standards and Teacher Education Board (PSTEB) must develop criteria which must include NBC or a waiver.
 - Encouraged to teach in the classroom 10% of their working time
- Level 4 – Tier 2 – Distinguished Principal
 - Ability to effectively identify, attract, lead, and retain professional teachers, set high standard for faculty and students, works with stakeholders on the teacher's vision, help cultivate teacher growth, mentor and support other principals.
 - \$15,000 salary increase on top of other increases.

14 MOVEMENT ON THE CAREER LADDER

- Movement shall depend on
 - Teacher performance
 - Experience
 - Availability of positions
 - Promotion up the career ladder is not guaranteed
 - Movement up the ladder shall result in a salary increase
 - A teacher may move from one track of the career ladder to a different track with approval of the principal of the school in which they teach.

15 WHAT IS MANDATED BY LAW

- Teachers hired after July 1, 2024, must be placed on the career ladder
- July 1, 2026, minimum teacher salary (\$60,000)
- Salary increases are cumulative
- Teachers who achieve level 3 or 4 by being an NBC teacher must maintain an active NBC to remain on either level
- Career ladders should incentivize teachers to stay on the teacher track rather than moving into administration

16 WHAT IS NEGOTIABLE?

- Negotiating a career ladder for employees who do not meet the definition of “teacher”
- Salary scales for employees not on the career ladder
- Mandated salary increases are the minimum but higher increases are negotiable
- Intervals or steps within each ladder level (1, 2, 3, and 4)
- Increases for professional credentials other than NBC
- Earlier implementation timelines
- Assistant principal career ladder (teacher ladder or separate admin ladder)