



# Pillar 2

## High-Quality Diverse Teachers and Leaders Career Ladder



# Goal

To raise the standards and status of the teaching profession, including a performance-based career ladder and salaries comparable to other fields with similar education requirements.

- ★ Improve educator compensation and working conditions
- ★ Increase rigor of educator licensure and prep programs
- ★ Institute new recruitment and professional development efforts to create a more diverse educator workforce
- ★ Establish new statewide educator career ladder to continually improve professional practice and student performance
- ★ Implement more comprehensive in-service educator training and professional development

Teachers who earn National Board Certification can receive a salary enhancement through the Blueprint for Maryland's Future. This allows educators a chance to earn salaries comparable to those in other fields with similar education requirements and could encourage more students to consider teaching as a vocation.

## Status of Current Work

### National Board Certification (NBC)

**National Board Certification definition:** A licensed or certificated staff member who manages and/or supports student growth in a school setting.

Currently, FCPS has 65 National Board Certification holders.

As of July 1, 2022, 50 FCPS teachers earn a \$10,000 annual salary enhancement for being Nationally Board certified.

Individuals who receive the salary enhancement must meet MSDE's guidance relative to a 60-40 percent split of the workday. MSDE guidance was updated Sept. 30 2022.

Seven NBC teachers previously denied were resubmitted to the Maryland State Department of Education (MSDE) for the salary enhancement and are awaiting a response.

Staff who hold NBC but do not meet the definition of a teacher are compensated with a salary enhancement which increased from \$2,000 to \$3,000 in 2022. Next year, it will increase from \$3,000 to \$5,000. This is locally funded.

### Support for Teachers Pursuing NBC

Support for teachers pursuing NBC comes from the Office of Organizational Development.

A recent interest meeting had more than 100 teachers in attendance.

### Part-time "Teachers" to Receive Prorated NBC Salary Enhancement

Teachers who work .5 receive half of the appropriate salary enhancement.

Funding is split 50/50 (i.e., State/FCPS) regardless of amount.

### Additional \$7,000 for Teaching in a Low Performing School

No low performing schools have been identified by FCPS.

### Apportionment of State Funding and Local Funding

Funding for \$10,000 salary enhancement is split 50/50 with State and each LEA.

### Career Ladder

Career ladder work was stalled last year until "teacher" was defined through negotiations.

Committee members are preparing to review various career ladder models across the country and make recommendations to the negotiations teams.

### Apportionment of State and Local Funding

Shared cost is between MSDE and LEA.

"Me too" language remains local responsibility and must be considered during negotiations.

### Percent of Time Teaching in Classrooms/Impact on Staffing and Schedules

Career ladder impacts teacher schedules as follows:

#### Level 1-3 teachers

60 percent average working time teaching

40 percent collaborating, tutoring, engaging in professional learning, planning for instruction

#### Level 4 Teachers (Lead Teachers)

50 percent average working time teaching

50 percent nonteaching, including mentoring peers and serving as expert resource on content and pedagogy

## Focus of Future Work

Subcommittees will begin exploring schedules at all levels and the impact 60/40 schedules may have on staffing.

### LEAs to Increase Teacher Salaries by 10 percent between July 1, 2019, and June 30, 2024

FCPS currently .5 percent away from achieving this mandate.

### New Career Ladder to be Implemented by July 1, 2024

Recent Accountability and Implementation Board (AIB) guidance indicates that teachers will have the option to opt into an LEAs Career Ladder. This is a change in the initial guidance provided to LEAs.

### Minimum teacher salary of \$60,000 by July 1, 2026

Based on current calculations, a steady increases of approximately 4 percent annually will be needed to achieve this.

### Negotiation Requirements

All provisions of the Career Ladder are subject to negotiations (from joining/ not joining the career ladder to the number of credits necessary for pursuing a Master's degree to using student achievement as a means for determining salary advancement), which provides ample opportunities to incentivize teachers to join the Career Ladder.