

(NB) 10/9/24
Sg 10/9/21

Career Ladder Levels

Level 1 – State Certified Teacher

Level 2 – Begins NBC Process [all required MSDE National Board applications must be completed by the annual due date]

Level 3 – Achieves NBC or Masters if no NBC option

- Must maintain effective or highly effective rating
- Will receive a \$500 salary increase (subject to full Unit I step funding) annually and COLA for duration of employment with AACPS
- Must maintain NBC

Level 4 – Meets requirements of leadership position (Lead or Distinguished)

- Must maintain effective or highly effective rating.
- Must be an opening
- Will receive a \$500 salary increase (subject to full Unit I step funding) annually and COLA for duration of employment with AACPS
- Must maintain NBC

Moving to Career Ladder

Upon declaration, the Unit I employee will be on the career ladder

- Current employees must give notice by December 16, 2024, of their plan to join the career ladder during the 2025-2026 school year. After earning your NBC you will receive the \$10,000 salary adjustment but will have a minimum salary of \$85,800 depending on where you are on the scale.
- Subsequently, employees will give notification in the fall.
- Enhancement will commence from step and lane Unit 1 employee who meet the state definition of teacher is on July 1 of the next fiscal year
- Current NBC holders that receive additional salary enhancements will automatically be placed on the career ladder as state law requires that NBCTs are on the career ladder in order to continue to receive their \$10,000 salary enhancement.
- Other NBC holders must declare intent to move to career ladder and meet statutory requirements.

Recertifications

- Upon first recertification, Unit I employee will receive a \$8,000 salary enhancement
- Upon second recertification, Unit I employee will receive a \$7,000 salary enhancement
- Upon third recertification, Unit I employee will receive a \$6,000 salary enhancement

MP 10/9/24
3 10/9/24

Low Performing Schools

- NBC holders in designated low performing schools (identified by MSDE) will receive a \$7,000 salary enhancement. This enhancement is permanent as long as the Unit I employee remains at the school regardless of future designation

Lead Teacher

- Lead teachers will have an additional \$5,000 salary enhancement in addition to the \$10,000 NBC salary enhancement and subsequent recertification enhancements
- Lead teachers will also be eligible for \$7,000 salary enhancement for working in a low performing school and will continue to receive the enhancement as long as they remain in the school

Distinguished Teacher

- Distinguished teachers will have an additional \$10,000 salary enhancement in addition to the \$10,000 NBC salary enhancement and subsequent recertification enhancements
- Distinguished teachers will also be eligible for \$7,000 salary enhancement for working in a low performing school and will continue to receive the enhancement as long as they remain in the school

Professor

- This position has not been negotiated yet and is subject to negotiations between TAAAC and AAACPS

Loss of NBC

- If a Unit I employee does not maintain their NBC for any reason, they will move back to the traditional scale on the step you would have been on had you not moved.

(WP) 10/19/24
 57 10/16/24

Level 1

-State Certified Teacher

- Bachelor's SPC
- Provisional Bachelor's
- "Retention Level"
- Allows for incremental movement for six years (A thru F)

Level 1 *	
State Certified Teacher	
Retention Level	
A	\$ 61,000
B	\$ 62,500
C	\$ 63,700
D	\$ 64,900
E	\$ 66,100
F	\$ 67,600
G	
H	
I	

Proposed yearly incremented movements (Retention Level)
 6 years

*Professionally certified or conditionally certified

(MC)
 10/19/24
 10/2/24
 87

Level 2A/2B

-Pursuing NBC

-Pursuing Master's

- "Retention Level"
- Allows for incremental movement for 9 years (A thru I)
- Movement across from Level 1 once a teacher declares the pursuit of NBC/Master's

		Level 2A: Pursuing NBC	Level 2B: Pursuing Master's
Retention Level		Pursuing NBC	Pursuing Master's Degree
A	\$	62,200	\$ 62,200
B	\$	63,400	\$ 63,400
C	\$	64,600	\$ 64,600
D	\$	65,800	\$ 65,800
E	\$	67,000	\$ 67,000
F	\$	68,200	\$ 68,200
G	\$	69,400	\$ 69,400
H	\$	70,600	\$ 70,600
I	\$	71,800	\$ 71,800

9 years
 Proposed yearly incremented movements (Retention Level)

MD 10/9/24
 10/10/24

Level 2C -Master's

- Master's Equivalent APC
- Master's Degree SPC/APC
- Master's +30/+60 SPC or APC
- Doctorate
- Provisional Master's
- "Retention Level"
- Allows for incremental movement for nine years (A thru I)

- Movement across once a teacher earns a master's or master's equivalent

*Professionally certified or conditionally certified

Level 2C: Masters		Retention Level	Master's
A	\$ 65,000		
B	\$ 66,350		
C	\$ 67,700		
D	\$ 69,050		
E	\$ 70,400		
F	\$ 71,750		
G	\$ 73,100		
H	\$ 74,450		
I	\$ 75,800		

9 years
 Proposed yearly incremented movements (Retention Level)

WP 10/19/24
 SG 10/16/24

Proposed Framework

Level 3A: Earned NBC**	Level 3B: Earned NBC**	Level 3C: Earned NBC**	Level 3D: Earned NBC**
NBCT or a Master's Degree in a Content Area if NB does not have a certification area \$10,000 for NBCT or Masters in non NBC area	Recertification Year 5	Recertification Year 10	Recertification Year 15
(\$75,800 - \$117,200) + \$10,000 (\$85,800 minimum) + \$500 yearly increase	(\$75,800 - \$117,200) + \$10,000 + \$8,000 (\$93,800 minimum) + \$500 yearly increase	(\$75,800 - \$117,200) + \$10,000 + \$8,000 + \$7,000 (\$100,800 minimum) + \$500 yearly increase	(\$75,800 - \$117,200) + \$10,000 + \$8,000 + \$7,000 + \$6,000 (\$106,800 minimum) + \$500 yearly increase

\$500 yearly increase***

Note: Only teachers who have completed three years of teaching with a standard certificate are eligible for the MSDE tuition assistance for NBCT fees.
 * Professionally certified or conditionally certified
 ** Additional \$7,000 if at a low performing school
 *** Subject to full Unit 1 Step funding

Proposed Framework

MD 10/9/24
 SG 10/9/24

Level 4A: Lead	Level 4B: Lead	Level 4C: Lead	Level 4D: Lead	Level 4A: Distinguished	Level 4B: Distinguished	Level 4C: Distinguished	Level 4D: Distinguished	Level 4: Professor
	Recertification Year 5	Recertification Year 10	Recertification Year 15		Recertification Year 5	Recertification Year 10	Recertification Year 15	
(\$75,800 - \$117,200) + \$10,000 + \$5,000 (\$90,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + \$5,000 + \$8,000 (\$98,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + 5,000 + \$8,000 + \$7,000 (\$105,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + \$5,000 + \$8,000 + \$7,000 + \$6,000 (\$111,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + \$10,000 (\$95,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + \$10,000 + \$8,000 (\$103,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + \$10,000 + \$8,000 + \$7,000 (\$110,800 minimum)	(\$75,800 - \$117,200) + \$10,000 + \$10,000 + \$8,000 + \$7,000 + \$6,000 (\$116,800 minimum)	TBD
+ \$500 yearly increase	+ \$500 yearly increase	+ \$500 yearly increase	+ \$500 yearly increase	+ \$500 yearly increase	+ \$500 yearly increase	+ \$500 yearly increase	+ \$500 yearly increase	

\$500 yearly increase***

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