

Memorandum of Understanding between the Teachers Association of Anne Arundel County and the Board of Education of Anne Arundel County

This memorandum memorializes an understanding between the Teachers Association of Anne Arundel County (TAAAC) and the Board of Education of Anne Arundel County (Board) regarding modifications to the AACPS Career Ladder.

A. Communications

By July 1, 2025, TAAAC and AACPS will submit a joint communication to National Board for Professional Teaching Standards requesting that they allow those with 10-year certificates to voluntarily complete an MOC early.

TAAAC and AACPS will submit a joint communication to the Maryland General Assembly encouraging them to amend Blueprint to recognize NBCT renewals and MOCs completed prior to 2021.

B. AACPS Career Ladder Modifications

Effective July 1, 2025 (pending state and local funding), the following modifications to the AACPS Career Ladder will take effect:

1. The Retention Levels will be amended to include the following:
 - Level 1 Retention Level A (\$61,000) – F (\$68,800)
 - Level 2 A/B Retention Level A (\$62,200) – H (\$72,000)
 - Level 2C Retention Level A (\$65,000) – H (\$76,000)
 - Pay bands will be increased by the same COLA as the traditional salary scale.
2. Step Equivalent Increase for Levels 3 and 4
 - Beginning in FY27, employees on Levels 3 and 4 will receive an annual step-equivalent increase on base salary, pending full-step funding.
 - The current \$500 annual increase will be eliminated.
3. Maximum Salary for 10-month Unit I Employees
 - Levels 3 and 4 will have a defined pay band with established minimum and maximum salary ranges.
 - a) 191 Level 3 pay band will be minimum base of \$76,000 and a maximum base of \$118,640.
 - b) Pay bands will be increased by the same COLA as the traditional salary scale.
 - c) 193/195/200-day NBC pay band (Level 3 & 4) will be based on the per diem at 191-day Level 3.

- No additional step-equivalent enhancements will be applied beyond this point.
4. Maximum Salary for 12 Month Unit 1 Employees
- Levels 3 and 4 12 Month Unit 1 Employees pay band will be minimum base of \$89,412 and a maximum base of \$139,576.
 - Pay bands will be increased by the same COLA as the traditional salary scale.
 - No additional step-equivalent enhancements will be applied beyond this point.
5. Blueprint Funded NBCT Salary Enhancements
- Teachers on Levels 3 and 4 will have additional salary enhancements added to their base salary, as identified in the AACPS AIB Approved Career Ladder and negotiated and pending full state and local funding for Blueprint-related NBCT salary enhancements for the maximum of:
 - a) \$10,000 for holding a current, active National Board Certification through the NBPTS (Level 3A, 4A, or 4B).
 - b) \$8,000 for moving to Level 3B (or a 4A or 4B) as a result of earning one Maintenance of Certification (MOC) on or after December 2021
 - c) \$7,000 for moving to Level 3C (or a 4A or 4B) as a result of earning a second Maintenance of Certification (MOC) after the MOC that resulted in placement on Level 3B.
 - d) \$6,000 for moving to Level 3D (or a 4A or 4B) as a result of earning a second Maintenance of Certification (MOC) after the MOC that resulted in placement on Level 3C.
 - e) \$7,000 for teaching as a MSDE Blueprint Low Performing School, as defined and funded by Blueprint (AACPS Additional Salary Enhancements for NBCTs at MSDE Identified Schools)
 - As defined in Blueprint, these salary enhancements are cumulative for teachers who maintain active, NBCT certification and who continue to meet the Blueprint definition of teacher and other Blueprint requirements.
 - Teachers on Level 4A will receive an annual salary enhancement of \$5,000 in addition to their base salary and any other Blueprint salary enhancements as long as they remain in a Level 4A position.
 - Teachers on Level 4B will receive an annual salary enhancement of \$10,000 in addition to their base salary and any other Blueprint salary enhancements as long as they remain in a Level 4B position.
 - Consistent with current Blueprint requirements, salary enhancements for National Board Certification (NBC) will be pensionable, subject to applicable law.

6. Unit I employees who opt into the AACPS Teacher Career Ladder for the 2025–2026 school year and are accepted into or enrolled in an approved comprehensive program by June 30, 2025, that leads to a Master's, Master's +30, Master's +60, or doctoral degree will receive a one-time pay enhancement (equivalent to one “right” lane movement) that they would have received under the traditional salary scale upon completion.