

Memorandum of Understanding

Between the Board of Education of Carroll County

and

the Carroll County Education Association

Regarding

Career Ladder Crosswalk

WHEREAS, the parties recognize the need to establish a career ladder that aligns with the Blueprint for Maryland's Future;

WHEREAS, the implementation of a career ladder is deemed essential to maintain competitiveness and support educator and organization growth and success;

NOW THEREFORE, intending to be legally bound, hereby, the parties agree as follows:

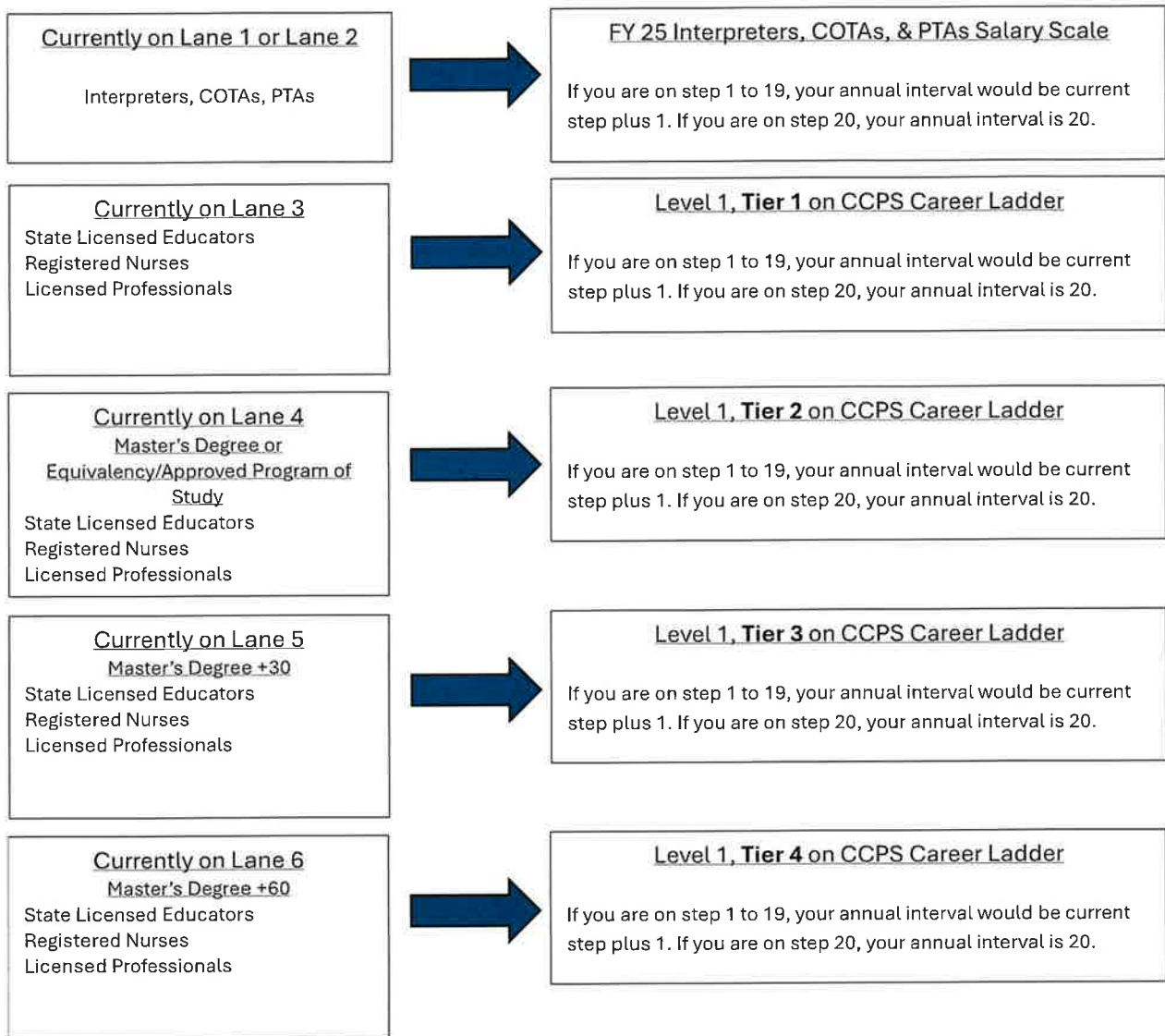
1. This MOU does not constitute a permanent modification of the Master Agreement and does not extend beyond the time periods stipulated herein;
2. This MOU shall not alter any terms of the Master Agreement. All other terms of the Master Agreement shall remain in full force and effect for all other purposes;
3. This agreement is not setting precedent or past practice;
4. The MOU is effective during 2024-2025 school year;
5. The MOU is to assist in the transition from CCPS FY 24 Salary Scales to CCPS Blueprint for Maryland's Future Career Ladder and FY 25 Career Ladder Salary Structure

Important Factors:

- The first paycheck of the new Collective Bargaining Agreement is August 31st for 10-month employees and July 15th for 11-month employees.
- Level 2 isn't compensated until FY 26 (See language in XXII.H Pursuing)
- Compensation for Maintenance of Certificate (MOC) will not be implemented until FY 26 (See language in XXII.H. for compensation for MOC's occurring prior to implementation of the Career Ladder in the CBA).
- CCEA and CCPS will continue to monitor and bargain around new pathways for any and all of our certificated members who may become eligible for NBC compensation (either through updated MD legislation or from the National Board itself).


Chief Negotiator – Board 2-21-24
Date


Chief Negotiator – CCEA 2/21/24
Date



State Licensed Educators with current National Board Certification (NBC):

- Determine your Level 1 placement on the Career Ladder.
- You will be placed on Level 3, Tier 1 (\$10,000 salary increase).

State Licensed Educators with Master's Degree in your content area (where no NBC is available):

- Determine your Level 1 placement on the Career Ladder.
- You will be placed on Level 3, Tier 1 (\$10,000 salary increase).