



Charles County Public Schools Career Ladder
October 30, 2024

Memorandum of Understanding Between the Charles County Public Schools (CCBOE)
and the Education Association of Charles County (EACC)
October 30, 2024

The Charles County Public Schools (CCPS) career ladder was created via joint effort between CCPS and the Education Association of Charles County (EACC). This structure illustrates a systematic progression where teachers advance along their career path through various levels of responsibility, authority, and compensation based on their skills, experience, and achievements. The teachers have the opportunity to participate in the career ladder by acquiring new skills, taking on different responsibilities per the required 60/40 split as mandated by the Blueprint for Maryland's Future, where 60% of the teacher's working time includes classroom instruction and the remaining 40% is spent on other teacher activities and demonstrating leadership capabilities. As the career ladder is implemented throughout the next several years, it will become a framework designed to encourage professional development and reward success, ensuring that individuals can achieve their career goals within a structured and supportive environment while staying in the classroom.

The following was negotiated and agreed upon between the two parties:

- The CCPS career ladder plan does not include level 4 at this time. This will be included in the next submission of the plan.
- In order for teachers, as defined by the Blueprint law, to be placed on the career ladder for levels 1-3, they must meet the minimum requirements of a teacher as defined by the Blueprint and clarification set forth by the AIB and MSDE. Guidance released by MSDE in collaboration with AIB in 2022 defines a teacher as "Primarily Responsible and Accountable" as a teacher of record, or co-teacher (including a special education teacher or multilingual learner (MLL) teacher), who delivers instruction and is responsible for a group of students' academic progress in a Pre-K-12 public school setting, and teach in the classroom on average at least 60% of the teacher's working time subject to local school system interpretation. See COMAR 13A.07.09.02.
- Teachers will be placed on a scale based on their years of experience and placed on the appropriate level based on their attainment of advanced education, promotion through the career ladder, and status as an NBCT.
- For teachers to be considered for Level 2 of the CCPS career ladder, they must do the following:
 - Sign up with the National Board for Professional Teaching Standards (NBPTS),
 - Complete an initial registration,
 - Submit an MOU, and
 - Select NBC components, OR

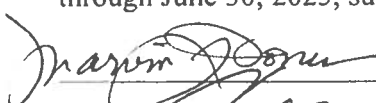
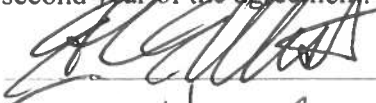
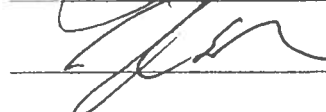
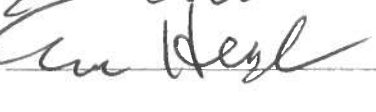


- Be enrolled in a master’s degree program or another 30-credit program of study approved by the Maryland State Board of Education.
 - Teachers, who self-fund their NBCT fees, will also be eligible for placement on Level 2 and will be encouraged to participate in the NBCT support program facilitated by CCPS (Office of Professional Development). These teachers must self-report to Human Resources their NBC components selected to pursue.

There is a five-year limit, all four required components must be attempted within the first three years. This is funded through MSDE and the LEA. If not completed within this timeframe the teacher will return to Level 1. To be eligible for the NBC fee structure to be paid by MSDE/CCPS one must have three successful years of teaching and meet the definition of teacher. Md. Code, ED § 6-1001 and subsection 6-1012 - Receipt of amount of fees. If a participant leaves the program prior to completion, participants must repay both MSDE and the LEA for all program costs received.

- There is no pay increase associated with the movement from level 1 to level 2. Teachers will receive the support provided by the programs facilitated by the system’s NBC coordinator.
- Teachers who earn their National Board Certification (NBC) and continue to meet the requirements of the definition of a teacher under the Blueprint law will receive \$10,000.00 added to their base salary and counted toward retirement beginning July 1, 2022, and \$7,000.00 more for teaching in a low performing school (as identified by Maryland State Department of Education) added to their base salary beginning July 1, 2023. This supplement will become effective July 1st following the issuance of the new license. The current contract stipends of \$2,500.00 and \$2,000.00 will apply effective July 1, 2022, to all current National Board-Certified Teachers who are not directly teaching students and don’t meet the criteria of a “teacher” as defined by Blueprint law. An educator who earns National Board Certification during the contract year will be entitled to the prorated \$4,500.00 for the remainder of the year after achieving licensure.
- Further, upon successful recertification, NBCTs will receive a separate maintenance of certification (MOC) salary increase of \$8,000 for the first five-year certification renewal mark (beginning in July, for their completion the prior December). Consideration of subsequent renewal compensation for years 10 and 15 will be postponed until later negotiations.
- The CCPS contract for certificated employees is open for negotiations for the 2025-26 school year. Negotiations between the Education Association of Charles County (EACC) will begin in early fall.

To be executed in accordance with the timeline of the current Negotiated Agreement, which runs through June 30, 2025, subject to funding of the second year of the agreement.

 11/1/24 CCBOE
  11/1/2024 EACC
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  11/1/2024 EACC



CCPS Teacher Job Description

EDUCATION AND WORK EXPERIENCE

- Bachelor's degree or higher and meets licensure requirements as established by the Maryland State Department of Education.
- Other experience as established by Maryland Law and Board of Education policy.

QUALIFICATIONS

- Knowledge of subject matter and appropriate instructional methodologies.
- Evidence of exemplary human relation skills.
- Evidence of exemplary organizational and planning skills.
- Evidence of ability to work effectively with students, parents and staff.

ESSENTIAL JOB FUNCTIONS

- Plans and provides for appropriate learning experiences for students.
- Supervises students in a variety of school-related settings.
- Monitors and evaluates student outcomes.
- Communicates and interacts with students, parents, staff and community.
- Develops, selects and modifies instructional plans and materials to meet the needs of all students.
- Provides an atmosphere and environment conducive to the intellectual, physical, social and emotional development of children.
- Strives to maintain and improve professional competence.
- Maintains appropriate records and follows required procedures and practices.
- Monitors appropriate use and care of equipment, materials and facilities.
- Maintains regular, on-time attendance.
- Serves on special committees.
- Other duties as prescribed by Maryland State Law, Board of Education policy, Negotiated Agreement and Building Principal.
- Assists students in developing critical-thinking abilities by gaining an understanding of content related concepts.

ENVIRONMENTAL FACTORS & PHYSICAL REQUIREMENTS

The environmental factors and/or physical requirements of this position include the following: While performing the duties of this job, the employee is required to have ordinary ambulatory skills sufficient to visit other locations; and the ability to stand, walk, stoop, kneel, crouch, and manipulate (lift, carry, move) light to medium weights of 10-50 pounds. Requires good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp, and visual acuity to use a keyboard. The employee frequently is required to sit, reach with hands and arms, talk and hear.

Charles County Public Schools reserves the right to re-advertise and modify the content of vacancy announcements at any time; however, this may be the only notice for this position during the noted advertisement period.

The Charles County public school system does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age or disability in its programs, activities or employment practices. For inquiries, please contact Mike Blanchard, Title IX/ADA/Section 504 Coordinator (students) or Nikial M. Majors, Title IX/ADA/Section 504 coordinator (employees/ adults), at Charles County Public Schools, Jesse L. Starkey Administration Building, P.O. Box 2770, La Plata,



Charles County

Public Schools

Working together to achieve excellence for every student

Career Ladder Submission w/1st MOU

October 30, 2024

MD 20646; 301-932-6610/301-870-3814. For special accommodations call 301-934-7230 or TDD 1-800-735-2258 two weeks prior to the event.