



Eligibility: Required for teachers hired on or after July 1, 2024

Purpose: To transform teaching into a high-status profession and support the reorganization of schools by providing teachers with professional learning and peer collaboration time during the school day.

Teachers on Levels 1-3 must teach in the classroom an average of 60% of their teacher working time and spend their remaining time on “other teacher activities” such as improving instruction, tutoring students, working with most challenging students, working with students in poverty, leading or participating in PL.

Ladder Progression

- Based upon teacher’s performance, experience, and availability of positions
- Teacher evaluation will continue to be measured using Danielson’s Framework for Teaching
- Teacher may NOT be promoted **from Level 3 to Level 4 or Level 4a to Level 4b on the Career Ladder** to unless:
 - Most recent evaluation is effective
 - Teacher, supervisor or designee agree teacher is ready for additional responsibilities
 - There is an open position on **Level 4**.
 - Promotion up the ladder is not guaranteed
 - Movement **from Level 3 to Level 4** shall result in salary increase, increased autonomy, responsibility and authority

Ladder Adjustment

- Teachers who do not maintain their NBC at Level 3 will be moved to Level 2.
- Teachers who do not maintain their license **or certificate** at any level may be moved to Level 1, if eligible.
- Teachers who are **rated as ineffective on their final evaluation while** on Level 4 and moved into a Level 3 position **may have, at management’s discretion**, their salary adjusted **at the end of the** school year to match the position to which they are assigned. **Should teachers not be in agreement with the salary adjustment, they may appeal the decision under Section 4-205(c) of the Education Article to the Annotated Code of Maryland.**
- Teachers who elect to leave a Level 4 leadership position to move into a Level 3 position will have their salary adjusted in the same school year to match the position to which they are assigned.
- Teachers who are involuntarily transferred as the result of disciplinary action **may have, at management’s discretion**, their salary adjusted in the same school year to match the position to which they have been assigned. **Should teachers not be in agreement with the salary adjustment, they may**



appeal the decision under Section 4-205(c) of the Education Article to the *Annotated Code of Maryland*.

- Teachers who are involuntarily transferred, but not the result of disciplinary action or ineffective performance, will have their salary adjusted **at the conclusion of** the following school year to match the position to which they are assigned.

National Board Certification: Maintenance of Certification & Renewal Compensation	
Renewal Cycle	Compensation
Earning a first maintenance of NBC	TBD Subject to Bargaining by 9/1/24
Earning a second maintenance of NBC	TBD Subject to Bargaining by 9/1/24
Earning a third maintenance of NBC	TBD Subject to Bargaining by 9/1/24

- A teacher who renewed their current NBC (first, second or third maintenance) **prior to** March 2021 will not be eligible for renewal compensation. If Maintenance of Certification (MOC) was obtained prior to March 2021, subsequent renewals will be eligible for renewal compensation starting at the first maintenance salary increase.
- A teacher who renewed their NBC (first, second or third maintenance) **on or after** December 2021 is eligible for renewal compensation starting at the first maintenance salary increase
- If a teacher renewed their NBC (first, second or third maintenance) in December 2020 and will renew it again in 2025, NBC renewal compensation will be the same as if this were the teacher’s first NBC renewal. Compensation will not be compounded to include increases for two or more renewals retrospectively; therefore, the teacher **will not** receive renewal compensation in an amount equivalent to having renewed twice.
- If a teacher renews their NBC prior to the end of the valid certification cycle, they will not receive the renewal compensation until the certification period of the existing NBC is exhausted.



Existing negotiated agreement salary enhancements are available at all levels (+30, +45, +60, +75, +90).

<p>Conditional/State Licensed Teacher <i>Salary scale with <u>no</u> supplements</i></p> <p>There is no additional salary enhancement for moving from or within Levels 1A, 1B, and 2A, 2B All other non-NBC national certifications or licenses as specified in Article XI, Section L shall receive \$5,000 salary enhancement at Levels 1 and 2.</p>			
Level 1	<ul style="list-style-type: none"> ★ State licensed teacher ★ Conditionally Licensed Teacher <p><i>Starting salary of \$60,000 as of 7/1/26</i></p>		
<p>Teacher Pursuing Master's Degree or NBC <i>Salary scale with <u>NBC</u> fee support</i></p> <p>All other non-NBC national certifications or licenses as specified in Article XI, Section L shall receive \$5,000 salary enhancement at Levels 1 and 2.</p>			
Level 2A	<ul style="list-style-type: none"> ★ Teacher pursuing a Master's Degree ★ Teacher pursuing NBC or Master's Degree in a non-NBC area ★ 30 credits of a program of study approved by the State Board 	Level 2B	<ul style="list-style-type: none"> ★ Teacher with a Master's Degree ★ Teacher with a Master's Degree who is pursuing NBC
<p>NBC Teacher/Assistant Principal** <i>Salary scale with <u>salary</u> supplements</i></p> <p>The salary enhancement for those who do not meet the definition of teacher and earn NBC is \$5,000. The salary enhancement for Level 3 is \$10,000 for those who meet the definition of teacher and earn NBC.</p>			
Level 3A	<ul style="list-style-type: none"> ★ Teacher with NBC or Master's Degree in a non-NBC area 	Level 3B	<ul style="list-style-type: none"> ★ Assistant Principal (teaches at least 20% of their working hours)**
<p>Lead Teacher* <i>Salary scale with <u>salary</u> supplements</i></p>			
Level 4	<p>Teacher on the teacher leadership track, in the following tiers:</p> <ul style="list-style-type: none"> ★ Lead teacher ★ Distinguished teacher ★ Professor distinguished teacher (less than 1% of all teachers) 		

*Should any FCPS school be identified by MSDE as low performing, a teacher holding an NBC at level 3 or higher, assigned full time at a low-performing school, will receive an additional \$7,000 in accordance with Blueprint. If the employee is less than full time, the amount will be prorated accordingly.

**See the Frederick County Administrative and Supervisory Association (FCASA) *Negotiated Agreement* for details.



Level 4 Lead Teacher designations and job descriptions to be included are currently being discussed by the Career Ladder Advisory Group. The information captured below is the minimum standard, as noted in legislation.

Level 4 Categories Explained	
Lead Teacher must minimally:	
<ul style="list-style-type: none"> ★ Meet all requirements of Levels 1-3 ★ Lead teams of teachers and mentor new or less skilled teachers, as well as those pursuing an NBC ★ Earn a minimum of an additional \$5,000 on top of other increases (NBC) ★ Teach in classroom 50% and other teacher activities such as mentoring and leading workshops the remainder of the day 	
Distinguished Teacher must minimally:	
<ul style="list-style-type: none"> ★ Demonstrate “exceptional skills” in all requirements for a lead teacher ★ Teach in classroom on average 40% of working time ★ Earn a minimum of \$10,000 salary increase on top of other increases 	
Professor Distinguished Teacher must minimally:	
<ul style="list-style-type: none"> ★ Have “exceptional accomplishments” which may be demonstrated by: <ul style="list-style-type: none"> ○ Publication of research paper as a university professor, OR ○ Qualification to teach and be a leader in an institution of higher learning ★ Teach in the classroom an average of 20% of working time ★ Earn a \$15,000 increase on top of other incentives 	
Licensed Principal (Tier 1)**	Distinguished Principal (Tier 2)**
<ul style="list-style-type: none"> ● State Board and PSTEB must develop criteria to include NBC or a waiver ● “Encouraged” to teach 10% of working time 	<ul style="list-style-type: none"> ● Must demonstrate ability to: <ul style="list-style-type: none"> ○ Effectively identify, attract, lead and retain high quality teachers ○ Organize school to incentivize and support teachers ○ Set high standards for staff and students ○ Cultivate teacher growth ○ Mentor and support other principals ● “Encouraged” to teach 10% of working time ● \$15,000 salary increase on top of other incentives

****See the Frederick County Administrative and Supervisory Association (FCASA) Negotiated Agreement for details.**