

Crosswalk to the Career Ladder MOU



Currently on Lane 1 or Lane 2

Interpreters, COTAs, PTAs



FY 25 Interpreters, COTAs, & PTAs Salary Scale

If you are on step 1 to 19, your annual interval would be current step plus 1. If you are on step 20, your annual interval is 20.

Currently on Lane 3

Educators with Conditional License,
Standard Professional License or
Advanced Professional License
Registered Nurses
Licensed Professionals



Level 1, **Tier 1** on CCPS Career Ladder

If you are on step 1 to 19, your annual interval would be current step plus 1. If you are on step 20, your annual interval is 20.

Currently on Lane 4

Master's Degree or equivalency

Educators with Standard Professional
License or Advanced Professional
License
Registered Nurses
Licensed Professionals



Level 1, **Tier 2** on CCPS Career Ladder

If you are on step 1 to 19, your annual interval would be current step plus 1. If you are on step 20, your annual interval is 20.

Crosswalk to the Career Ladder MOU



Currently on Lane 5

Master's Degree +30

Educators with Standard Professional License or Advanced Professional License

Registered Nurses

Licensed Professionals



Level 1, **Tier 3** on CCPS Career Ladder

If you are on step 1 to 19, your annual interval would be current step plus 1. If you are on step 20, your annual interval is 20.

Currently on Lane 6

Master's Degree +60

Educators with Standard Professional License or Advanced Professional License

Registered Nurses

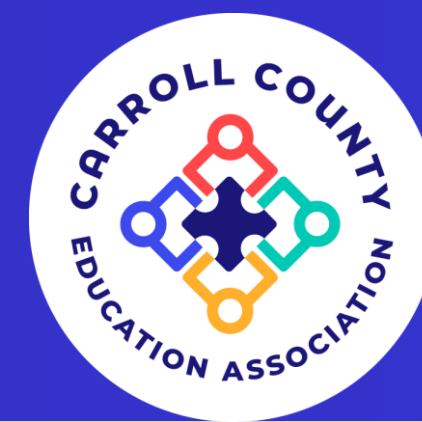
Licensed Professionals



Level 1, **Tier 4** on CCPS Career Ladder

If you are on step 1 to 19, your annual interval would be current step plus 1. If you are on step 20, your annual interval is 20.

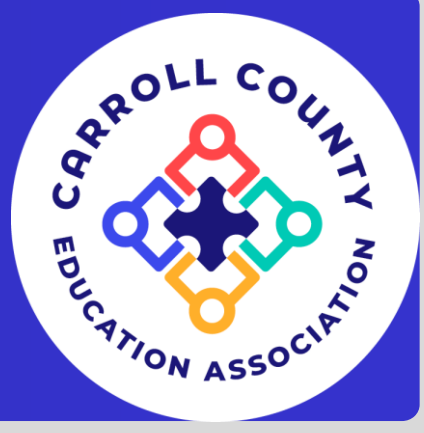
CCPS Blueprint for Maryland's Future Career Ladder LEVEL 1



CARROLL COUNTY PUBLIC SCHOOLS BLUEPRINT FOR MARYLAND'S FUTURE CAREER LADDER

Level	Tiers	Intervals	Movement within Level	Movement to Different Level
1	1: Conditional or Standard Professional License (SPL) Teacher.	20 annual intervals corresponding to certification timeline and based on effective evaluation rating. Extended intervals for unique cases such as a return to profession after hiatus.	Move to Tier 2 by obtaining master's degree or approved program of study.	Pursuing NBC, master's degree, or approved program of study to move to Level 2.
	2: Teacher with Standard or Advanced Professional License (SPL/APL) and master's degree or an approved program of study who does not hold NBC.	20 annual intervals for career growth and based on effective evaluation rating.	Move to Tier 3 by obtaining master's +30.	Move to Level 2 by pursuing NBC.
	3: Teacher with SPL or APL and master's degree +30 who does not hold NBC.	20 annual intervals for career growth and based on effective evaluation rating.	Move to Tier 4 by obtaining master's +60.	Move to Level 2 by pursuing NBC.
	4: Teacher with SPL or APL and master's degree +60 who does not hold NBC.	20 annual intervals for career growth and based on effective evaluation rating.	N/A	Move to Level 2 by pursuing NBC.

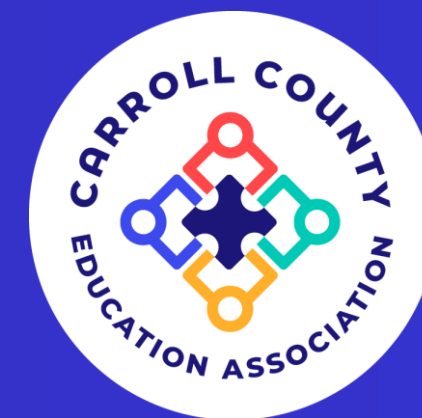
CCPS Blueprint for Maryland's Future Career Ladder LEVELS 2, 3, & 4



Level	Requirements	Evaluation/Progression	Transition	Notes
2	1: Level 1 teacher pursuing NBC, master's degree, or an approved program of study.	N/A. Intervals based on Level 1 salary progression. Please see Article XXII, Section H of the master agreement for conditions of pursuing.	N/A	Move to Level 3, Tier 1 by obtaining NBC or master's (NBC not available).
	2: Teacher with NBC and one maintenance of NBC.	N/A. Intervals based on Level 1 salary progression.	N/A	
3	1: Teacher with NBC or master's in content area (NBC not available).	N/A. Intervals based on Level 1 salary progression.	Move to Tier 2 by completing one maintenance of NBC.	Receive promotion to Level 4 teacher leadership role.
	2: Teacher with NBC and one maintenance of NBC.	N/A. Intervals based on Level 1 salary progression.	Move to Tier 3 by completing two maintenances of NBC.	
	3: Teacher with NBC and two maintenances of NBC.	N/A. Intervals based on Level 1 salary progression.	Move to Tier 4 by completing three maintenances of NBC.	
	4: Teacher with NBC and three maintenances of NBC.	N/A. Intervals based on Level 1 salary progression.	N/A	
4	1: Lead Teacher - \$5,000 add-on to teacher's salary on career ladder.	N/A. Intervals based on Level 1 salary progression.	Based on promotion to available higher teacher leadership role on career ladder.	N/A as long as <u>teacher</u> remains in teacher leadership role. Teacher will return to placement on Level 3 if no longer in teacher leadership role.
	2: Distinguished Teacher - \$10,000 add-on to teacher's salary on career ladder.			
	3: Professor Distinguished Teacher - \$15,000 add-on to teacher's salary on career ladder.			

Salary Tables

10 Month



Interval	Level 1			
	Tier 1	Tier 2	Tier 3	Tier 4
1	60,000	61,000	62,000	63,000
2	60,250	61,250	62,500	64,250
3	60,500	61,500	63,750	65,750
4	60,750	61,750	65,500	67,500
5	61,000	62,500	67,000	69,000
6	61,250	64,000	68,500	70,500
7	62,350	66,250	71,000	73,000
8	64,100	68,500	73,500	75,500
9	65,850	70,750	76,000	78,000
10	67,600	73,250	78,500	80,500
11	69,600	75,750	81,000	83,000
12	71,600	78,250	83,500	85,500
13	73,600	80,750	86,000	88,000
14	75,600	83,250	88,500	90,500
15	77,600	85,750	91,000	93,000
16	79,600	88,250	93,500	95,500
17	81,600	90,750	96,000	98,000
18	83,600	93,250	98,500	100,500
19	85,600	95,750	101,000	103,000
20	87,600	98,250	103,500	105,500

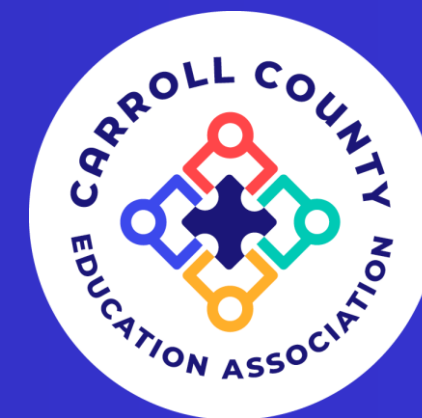
Level 2	Level 3				Level 4		
Tier 1	Tier 1	Tier 2	Tier 3	Tier 4	Tier 1	Tier 2	Tier 3
Teacher on Level 1, Tiers 1, 2, 3, or 4 who pursues NBC, master's degree, or approved program of study shall receive \$1,000 salary increase while pursuing	Teacher on Level 1 who obtains NBC or a master's degree if no NBC is available shall receive \$10,000 salary increase	Teacher on Level 3, Tier 1 who maintains NBC for one renewal shall receive \$8,000 salary increase	Teacher on Level 3, Tier 2 who maintains NBC for one renewal shall receive \$7,000 salary increase	Teacher on Level 3, Tier 3 who maintains NBC for one renewal shall receive \$6,000 salary increase	Lead Teacher - Employee's Level 3 salary on Career Ladder + \$5,000 salary increase	Distinguished Teacher - Employee's Level 3 salary on Career Ladder + \$10,000 salary increase	Professor Distinguished Teacher - Employee's Level 3 salary on Career Ladder + \$15,000 salary increase

Future Annual COLA will be applied to Level 1, Tier 1, Interval 1

Annual intervals based on employee achieving an effective or highly effective evaluation rating

Salary Tables

11 Month



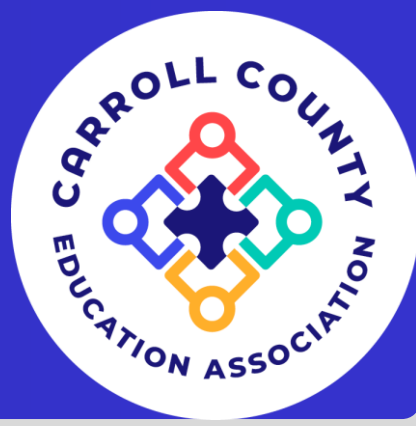
Interval	Level 1			
	Tier 1	Tier 2	Tier 3	Tier 4
1	66,316	67,421	68,526	69,632
2	66,592	67,697	69,079	71,013
3	66,868	67,974	70,461	72,671
4	67,145	68,250	72,395	74,605
5	67,421	69,079	74,053	76,263
6	67,697	70,737	75,711	77,921
7	68,913	73,224	78,474	80,684
8	70,847	75,711	81,237	83,447
9	72,782	78,197	84,000	86,211
10	74,716	80,961	86,763	88,974
11	76,926	83,724	89,526	91,737
12	79,137	86,487	92,289	94,500
13	81,347	89,250	95,053	97,263
14	83,558	92,013	97,816	100,026
15	85,768	94,776	100,579	102,789
16	87,979	97,539	103,342	105,553
17	90,189	100,303	106,105	108,316
18	92,400	103,066	108,868	111,079
19	94,611	105,829	111,632	113,842
20	96,821	108,592	114,395	116,605

Level 2	Level 3				Level 4		
Tier 1	Tier 1	Tier 2	Tier 3	Tier 4	Tier 1	Tier 2	Tier 3
Teacher on Level 1, Tiers 1, 2, 3, or 4 who pursues NBC, master's degree, or approved program of study shall receive \$1,000 salary increase while pursuing	Teacher on Level 1 who obtains NBC or a master's degree if no NBC is available shall receive \$10,000 salary increase	Teacher on Level 3, Tier 1 who maintains NBC for one renewal shall receive \$8,000 salary increase	Teacher on Level 3, Tier 2 who maintains NBC for one renewal shall receive \$7,000 salary increase	Teacher on Level 3, Tier 3 who maintains NBC for one renewal shall receive \$6,000 salary increase	Lead Teacher - Employee's Level 3 salary on Career Ladder + \$5,000 salary increase	Distinguished Teacher - Employee's Level 3 salary on Career Ladder + \$10,000 salary increase	Professor Distinguished Teacher - Employee's Level 3 salary on Career Ladder + \$15,000 salary increase

Future Annual COLA will be applied to Level 1, Tier 1, Interval 1
 Annual intervals based on employee achieving an effective or highly effective evaluation rating

Salary Tables

Interpreters, COTAs, PTAs



FY 2025 10-Month			FY 2025 11-Month		
Interpreters, COTAs, & PTAs			Interpreters, COTAs, & PTAs		
Interval	Lane 1	Lane 2	Interval	Lane 1	Lane 2
1	\$42,626	\$50,203	1	\$47,113	\$55,487
2	\$43,565	\$51,229	2	\$48,151	\$56,622
3	\$44,506	\$52,255	3	\$49,190	\$57,756
4	\$45,445	\$53,282	4	\$50,228	\$58,891
5	\$46,385	\$54,307	5	\$51,268	\$60,024
6	\$47,325	\$55,332	6	\$52,307	\$61,156
7	\$48,900	\$57,030	7	\$54,047	\$63,033
8	\$50,478	\$58,726	8	\$55,791	\$64,907
9	\$52,055	\$60,424	9	\$57,534	\$66,784
10	\$53,630	\$62,124	10	\$59,276	\$68,663
11	\$55,206	\$63,820	11	\$61,017	\$70,538
12	\$56,784	\$65,518	12	\$62,761	\$72,414
13	\$58,361	\$67,216	13	\$64,504	\$74,291
14	\$59,937	\$68,913	14	\$66,246	\$76,167
15	\$61,512	\$70,610	15	\$67,987	\$78,042
16	\$63,087	\$72,306	16	\$69,728	\$79,917
17	\$64,662	\$74,001	17	\$71,469	\$81,791
18	\$66,237	\$75,697	18	\$73,209	\$83,665
19	\$67,812	\$77,393	19	\$74,950	\$85,540
20	\$69,387	\$79,089	20	\$76,691	\$87,414

Annual intervals based on employee achieving an effective or highly effective evaluation rating

Annual intervals based on employee achieving an effective or highly effective evaluation rating