

**Memorandum of Understanding Between the Charles County Public Schools (CCBOE)  
and the Education Association of Charles County (EACC)  
August 28, 2024**

The Charles County Public Schools (CCPS) career ladder was created via a 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.

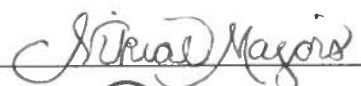
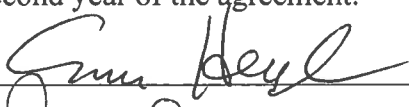
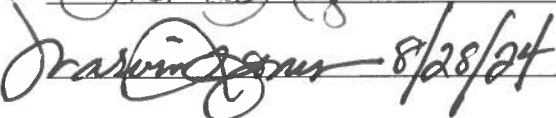
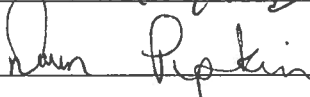
The following was negotiated and agreed upon between the two parties:

- 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 complete half of the components for national board or 50% of a program that they are enrolled in to achieve a master's degree or a program leading to initial certification. Teachers will be eligible for the fees associated with the initial completion of and renewal of National Board Certification per Statute §6-1012.
- For the 2024-25 school year, 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.

	CCBOE		8/28/24	EACC	
	8/28/24	CCBOE		8/28/24	EACC