

The salary adjustments in paragraph A.1. shall be implemented retroactive to July 1, 2021 no later than twenty (20) business days after ratification of this Agreement by the Board of School Commissioners. In fiscal year 2023 the salary adjustments in paragraph A.1. shall be implemented by no later than July 1, 2022.

- B. It is a goal of the Baltimore City Board of School Commissioners and the BTU to support salary levels for teachers comparable to competitive area districts. Adjustments to the salary schedule for future years shall be determined by the following methods:
 1. A list of districts shall be identified and current salary schedules obtained from these districts.
 2. Benchmark positions are the minimum and maximum positions on each lane of the schedule.
 3. The benchmark positions shall be averaged for all districts in the sample.
 4. The Board will cooperate with BTU requests for revenue or expenditure estimates.
 5. Once implemented, the schedule shall remain in effect until modified through subsequent agreements.
- C. In addition to their annual salary new teachers shall receive \$35 per hour in school year 2021-2022 and \$36 per hour in school year 2022-2023 for required attendance during the orientation week prior to the opening of the school year.
- D. There shall be no pyramiding of stipend differentials or adjustments to base wages, or salary schedules for any new class or group of employees. For new classes or groups of employees, where more than one rate applies, the highest stipend, differential or adjustment will be paid. This provision will apply in its entirety only to new groups and classes of unit employees.
- E. Persons transferring from any Paraprofessional Salary Scale to the Teachers' Salary Scale shall be given credit for salary scale placement at the rate of one interval for every two years service as a Paraprofessional with a maximum of five intervals.
- F. If a bargaining unit member resigns in good standing from BCPSS after at least five (5) years of service and is rehired within three (3) school years, that bargaining unit member shall be placed on no lower than the Pathway and Interval that they were on when they left BCPSS service, except that a teacher who was on the Model or Lead pathway when they left BCPSS service and who is rehired within three (3) school years shall be placed on the Professional Pathway at Interval 15.
- G. **New Hire Salary Placement**
 All new bargaining unit members shall be placed on the proper step of the salary schedule according to their certification, experience, and education, as detailed in the chart below.

<u>Standard Pathway</u>	<u>Bachelors (years)</u>	<u>Masters (years)</u>	<u>Professional Pathway</u>	<u>Bachelors (years)</u>	<u>Masters (years)</u>	<u>Ph.D. or Ed.D. (years)</u>
<u>1</u>	<u>0-1</u>		<u>1</u>	<u>10-11</u>	<u>6-7</u>	<u>0-1</u>
<u>2</u>	<u>2-3</u>		<u>2</u>	<u>12-13</u>	<u>8-9</u>	<u>2-3</u>
<u>3</u>	<u>4-5</u>	<u>0-1</u>	<u>3</u>	<u>14-15</u>	<u>10</u>	<u>4-5</u>
<u>4</u>	<u>6-7</u>	<u>2-3</u>	<u>4</u>	<u>16-17</u>	<u>11</u>	<u>6-7</u>
<u>5</u>	<u>8-9</u>	<u>4-5</u>	<u>5</u>	<u>18-19</u>	<u>12</u>	<u>8-9</u>
			<u>6</u>	<u>20+</u>	<u>13</u>	<u>10-11</u>
			<u>7</u>	<u>N/A</u>	<u>14</u>	<u>12-13</u>

			<u>8</u>	<u>N/A</u>	<u>15</u>	<u>14-15</u>
			<u>9</u>	<u>N/A</u>	<u>16</u>	<u>16</u>
			<u>10</u>	<u>N/A</u>	<u>17</u>	<u>17</u>
			<u>11</u>	<u>N/A</u>	<u>18</u>	<u>18</u>
			<u>12</u>	<u>N/A</u>	<u>19</u>	<u>19</u>
			<u>13</u>	<u>N/A</u>	<u>20</u>	<u>20</u>
			<u>14</u>	<u>N/A</u>	<u>21+</u>	<u>21+</u>

H. Stipend Rate and Summer Pay

All work performed for stipends and summer pay shall be paid at the rate of \$50.00 per hour in fiscal year 2022 and at a “workshop” rate of \$40 per hour for attending professional development which is not subject to a different rate as a part of an SBO or MOU. These rates shall be increased for FY23 by the same percentage cost-of-living adjustment (COLA) that is agreed to in paragraph (A)(1) above for FY23 salaries for bargaining unit members.

Baltimore Professional Practices and Student Learning Program (BPPSLP)

5.2 The Board and the BTU believe that the BPPSLP has encouraged teacher and staff leadership, given teachers and staff decision making responsibilities and rewarded teachers and staff for the valuable work they do.

Career Pathways

Career Pathways are called Standard, Professional, Model and Lead. Interval is the term used to describe movement on the pay scale within a Career Pathway. Each Career Pathway has a number of intervals. Achievement Units (AUs) describe the knowledge and skills that are necessary for an educator to move up the new pay scale. When educators accumulate 12 AUs they move one interval along a Career Pathway.

The BTU and the Board will continue to develop and facilitate the various components of the BPPSLP and create a research base and body of evidence upon which the Program will improve professional practices, increase student learning, and increase career acceleration and opportunities.

A. Joint Oversight Committee

There shall be a Joint Oversight Committee to provide oversight of all planning development and implementation of the BPPSLP. The committee will be composed of 10 members, 5 appointed by the Board and 5 appointed by the Union which shall include the CEO, the BTU President, and their designees, which must meet within 30 days of ratification of the Agreement. The committee will, among other things:

- Define the full scope and objectives of the BPPSLP
- Assess the needs of the district for programs needed by students and the capacity of the professional staff to meet those needs

ADDENDUM I

2021 BTU Career Pathway Salary Schedule Effective July 1, 2021

BASE TEACHER				
	Standard	Professional	Model	Lead
Interval	BTU.200	BTU.201	BTU.202	BTU.203
1	52,712	65,854	96,172	104,713
2	54,294	68,727	97,863	106,516
3	55,922	71,602	99,554	108,321
4	57,600	74,475	101,245	110,123
5	59,326	77,350	102,934	111,926
6		80,448		
7		83,660		
8		85,350		
9		86,483		
10		87,615		
11		88,747		
12		89,881		
13		91,013		
14		92,145		
15		93,279		