

Article 21: ~~Extracurricular Stipends~~ Supplements

A. Supplements for Positions with Additional Responsibilities

1. **Secondary Resource Teachers** — Will have their regular scheduled salary in grades A-D increased \$2,875 for a department of four to nine teachers, \$3,575 for a department of 10 to 14 teachers, \$4,550 for a department of 15 to 19 teachers, and \$5,100 for a department of 20 or more teachers.
2. **Resource Counselors**—Middle school resource counselors will have their regular scheduled salary in grades A–D increased by \$2,875. High school resource counselors will have their regular scheduled salary in grades A–D increased by \$4,550.
3. **Athletic Specialists**—
 - a) All athletic specialists will receive a \$3,000.00 salary supplement.
 - b) ~~An~~ athletic specialists who possess or obtain a CAA certification will receive a \$500.00 salary supplement. All athletic specialists must obtain the CAA certification within three (3) years of their date of hire.
 - c) ~~An~~ athletic specialists who possess or obtain a CMAA certification will receive a \$1,000.00 salary supplement.
4. **Consulting Teachers**—Professional personnel on the professional salary schedule grades A–D who are assigned as full-time consulting teachers will have their regular scheduled salary increased by \$4,425.
5. **Middle School Content Specialists**— Will have their regular scheduled salary in grades A-D increased by \$2,875 for a department of four to nine teachers, \$3,575 for a department of 10 to 14 teachers, \$4,550 for a department of 15 to 19 teachers, and \$5,100 for a department of 20 or more teachers.
6. **Elementary and Middle School Team Leaders** —Will have their regular scheduled salary in grades A–D increased by \$1,700.
7. **Elementary, ELDESOL, and MCITP Team Leaders**—All professional personnel on the professional salary schedule grades A–D who are assigned as elementary team leaders or team leaders in the Montgomery County Infants and Toddlers Program or in **ELDESOL** (with at least three other team members) will have their regular scheduled salary increased by \$1,700.
8. **Elected Faculty Representatives onto School Instructional Leadership Team**—All professional personnel on the professional salary schedule grades A–D who are elected as faculty representatives to school leadership teams, in accordance with Article 9, Section B.1, will have their regular scheduled salary increased by \$1,500.
9. **Community School Liaisons on Instructional Leadership Team - All professional**

Commented [C1]: 2023.03.16_MCEA TA

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personnel on the professional salary schedule grades A–D who serve on the ILT as a Community School Liaison, in accordance with Article 9, Section B.1, will have their regular scheduled salary increased by \$1,500.

10. Unit members assigned under subsections 1 through 8 of this section shall not have tenure in the position.

11. **Innovative School Year (ISY)**

- a) **Teachers at schools implementing the innovative school year calendar will be paid at a rate consistent with the applicable Summer Supplemental Employment (SSE) rate and will be scheduled for up to but not more than 30 student instructional days.**
- b) ~~MCPS will provide the regular annual written salary notification process and will provide an explanation of the per diem to teachers at innovative school year calendar schools. MCPS will notify ISY teachers of their SSE rate for the summer instructional days by electronic mail.~~

Commented [C2]: 2023.03.16 - MCEA maintains our proposal. CSL's are part of the leadership team because their work is a leadership role. They should be receiving the supplement like others who are required to attend the ILT.

Commented [C3]: 2023.03.16 - MCEA TA on 11a and 11b

B. Supplements for National Certifications

1. ~~10.~~ **National Board for Professional Teaching Standards—**

- a) Per the Blueprint for Maryland's Future
 - 1) In order to promote high standards and continuing professional development, the parties agree that any classroom teacher (as defined by the Blueprint for Maryland's Future enacted legislation) who has received National Board for Professional Teaching Standards (NBPTS) certification will have their regular scheduled salary increased by \$10,000 annually. In order to receive this supplement, NBPTS certification and ~~First Class Maryland certification (as described in the Education Law)~~ **and First Class Maryland certification (as described in the Education Law)** must be maintained.
 - ~~2) Unit members who are classroom teachers (as defined by the Blueprint for Maryland's Future enacted legislation) with National Board Certification working in what has been designated as a "low performing school" (as defined by the Maryland State Department of Education or as identified by the MCPS Board of Education in accordance with the Blueprint for Maryland's Future) will be paid an additional \$7,000.~~
 - 2) **Unit members who are classroom teachers (as defined by the Blueprint for Maryland's Future enacted legislation) with National Board Certification working in schools that are in the bottom 5% in mandated state assessments (as defined by the Maryland State Department of Education or as identified by the MCPS Board of Education in accordance with the Blueprint for Maryland's Future) will be paid an additional \$7,000.**

Commented [C4]: 2023.03.16 - MCEA agrees to return to existing language.

Commented [C5]: 2023.03.16 - MCEA is maintaining the concept of replacing the existing language limiting who can receive the \$7000 supplement. We've modified the proposal to allow for the bottom 5% - a drop from our original proposal of 10% (which is the ceiling allowed in the Blueprint).

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- b) Unit members who achieve National Board Certification but are not eligible under the Blueprint for Maryland's Future will have their regular scheduled salary increase by \$2,000 \$10,000 annually. In order to receive this supplement, NBPTS certification and First Class Maryland certification (as described in the Education Law) must be maintained.
 - c) Unit members who achieve National Board Certification but are not eligible under the Blueprint for Maryland's Future working in schools that are in the bottom 5% in mandated state assessments of schools (as defined by the Maryland State Department of Education or as identified by the MCPS Board of Education in accordance with the Blueprint for Maryland's Future) will be paid an additional \$7,000.
 - d) A unit member who facilitates a component specific course for the NBCT Candidate Support shall receive a stipend of \$1,500 for each course facilitated. Course facilitation will include a minimum of 30 hours of organized group support based on specific training plans. These hours shall be logged and submitted to the Director of Professional Growth Systems by the second week in April.
 - e) A stipend in the amount of \$1,500 each will be designated to two NBCT Teacher Leader Organizers to serve as organizers/support to all course facilitators. A stipend in the amount of \$1,000 each will be designated to two NBCT Teacher Leader Organizer Assistants to support the NBCT Teacher Leader Organizer.
2. ~~H.~~ Other National Certifications, National Licensures, or Equivalent-
- a) In order to promote high standards and continuing professional development, the parties agree that any unit member who has received national certification or credentialing in speech/language pathology, occupational therapy, physical therapy, school psychology, counseling, or other job categories that are not eligible for NBCT, will have their regular scheduled salary increased by \$1,500 \$10,000 annually.

C. Longevity Supplements

- a) Each unit member shall become eligible to receive an annual longevity supplement of \$2,500 upon completion of twenty-four (24) years of service as an educator in MCPS.
- b) Each unit member shall become eligible to receive an annual longevity supplement of \$2,500 upon completion of twenty-nine (29) years of service as an educator in MCPS.
- c) Each unit member shall become eligible to receive an annual longevity supplement of \$2,500 upon completion of thirty-four (34) years of service as an educator in MCPS.
- d) Longevity increases are effective on the first day of the pay period that contains the date of eligibility.

Commented [C[6]: 2023.03.16 - MCEA maintains proposal of \$10,000. We reject MCPS proposal of \$2125. This is an issue of equity. Many unit members in this category are in teacher leader positions that we want to incentivize to be highly qualified with board certification.

Commented [C[7R6]: removed strike through of the First Class Maryland language.

Commented [C[8]: 2023.03.16 - MCEA modifies our proposal by changing 10% to 5%.

Commented [C[9]: These are relocated to the Stipend article.

Commented [C[10]: 2023.03.16 - MCEA maintains our proposal. We reject MCPS proposal to change the supplement amount to \$1,625.

Commented [C[11]: 2023.03.16 - MCEA modifies our proposal by reducing longevity from \$3,000 to \$2500.

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