

MEMORANDUM OF AGREEMENT
BETWEEN
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
MONTGOMERY COUNTY EDUCATION ASSOCIATION
Regarding: Blueprint for Maryland's Future Career Ladder

This Memorandum of Agreement (MOA) is made by and between the Montgomery County Public Schools (MCPS) and the Montgomery County Education Association (MCEA). Any agreement reached by the Parties does not preclude the Parties mutually agreeing to reevaluate, improve, amend, or change the plan in the future based on changes in funding, the law, or other factors that may impact the agreement.

The parties agree as follows:

- I. **Duration.** This MOA shall be effective on July 1, 2025, and shall expire on June 30, 2027.
- II. **Career Ladder Levels 3 and 4 Eligibility.** Unit members who hold National Board Certification or equivalent may be eligible for Level 3 and 4 of the Teacher Career Ladder if they work directly with students the requisite percentage of time specified in the Blueprint for Maryland's Future and fit the following criteria:
 - A. **NBCT Eligibility.** Work as Classroom Teachers as defined by the Blueprint for Maryland's Future in job categories that are eligible either for National Board Certification, or
 - B. **Equivalent Eligibility.** Have a master's degree in their content area if no National Board Certification is available (e.g. less commonly taught languages).
- III. **Eligibility Review Process.** The Career Ladder Panel will make recommendations for expanding eligibility. There shall be an 'eligible under review' category for the following job codes: counselors, media specialists, primary talent development, reading specialists, resource teachers. If unit members in those jobs work directly with students for the equivalent amount of time as an eligible classroom teacher in alignment with the Blueprint regulations, they shall be eligible for Blueprint supplements.
- IV. **Staff in Both Student-Facing and Non-Student Facing Roles.** Eligible staff who work in both a student-facing and non-student-facing role shall receive the full salary increase if they meet all eligibility requirements in alignment with the Blueprint regulations. The total working time, however, shall be calculated for all working time and not just the "teacher" portion of their FTE.

For example: A 1.0 FTE staff member in .4 ineligible job code and .6 eligible job code would be eligible for the full salary supplement under the Blueprint.

V. Licensure Status. National Board Certified Teachers in eligible teaching positions who are new to Montgomery County Public Schools are eligible to receive all salary supplements associated with the Blueprint, regardless of the status of their state licensure.

VI. PAR Status. Unit members must be meeting PAR standards to be eligible to move from Level 3 to Level 4 of the Career Ladder.

VII. Career Ladder Panel (CLP). The CLP will maintain and interpret the Blueprint's Career Ladder, including implementing the process for advancement into the Level 4 candidate pool.

A. Duties. The CLP will develop expectations for acceptance into the Level 4 applicant pool. The CLP will also interview and recommend candidates for inclusion into the Level 4 pool.

B. Makeup. The CLP shall be comprised of equal representation of MCPS and MCEA members, with a minimum of four MCEA members and four MCPS members. The CLP shall be co-chaired by MCPS and MCEA. The MCEA co-chair shall be appointed by the MCEA President.

C. Timeline. The CLP will meet within two weeks of the implementation of the MOU to begin work.

VIII. Level 4 Leadership Positions.

A. Level 4A Lead Teachers and Level 4B Distinguished Lead Teachers. The position of Lead Teacher shall be created to fulfill the responsibilities of Level 4A of the Teacher Career Ladder. The position of Distinguished Lead Teacher shall be created to fulfill the responsibilities of Level 4B of the Teacher Career Ladder.

1. Level 4A Lead Teacher

a. **Overview:** Lead Teacher positions shall comprise no more than 6% of the total number of licensed FTEs. For the 2025-2026 school year, at least one Lead Teacher position shall be established in at least 6 Elementary Community Schools.

b. **Roles and Responsibilities:** The Lead Teacher must have National Board Certification or equivalent. This is a school-based position. The Lead Teacher, under the direct supervision of the principal, serves as both a highly effective classroom instructor and a school-based instructional leader. This role includes direct instruction of at least one course/subject for all marking periods at a maximum of 50% of the time. A minimum of 20% of the Lead Teacher's time (instruction and leadership) shall be reserved for planning.

The Lead Teacher works with other teachers and staff to design and deliver job-embedded professional learning, provide curriculum guidance, support teachers or teams in identifying students in need of interventions and progress-monitoring student learning. This may also include leading teams in adjusting and adapting curriculum to best meet the needs of students, classes, or schools. The Lead Teacher devotes significant time to supporting

content-area, course-alike, or grade-level collaborative planning, mentoring teachers and facilitating professional learning aligned with school or district priorities and school improvement goals.

The full Lead Teacher job description will be posted on OHRD's website.

2. Level 4B Distinguished Lead Teachers:

- a. **Overview.** Level 4B Distinguished Lead Teacher positions shall comprise no more than 5% of the total number of licensed FTEs. For the 2026-2027 school year, at least 3 Distinguished Lead Teacher positions shall be created.
- b. **Roles and Responsibilities:** The Distinguished Lead Teacher holds National Board Certification or equivalent. The Distinguished Lead Teacher, under the direct supervision of a central office supervisor with feedback from the principal, serves as both a highly effective classroom instructor and an instructional leader. This role includes direct instruction of at least one course/subject for all marking periods at a maximum of 40% of the time. A minimum of 20% of the Distinguished Lead Teacher's time (instruction and leadership) shall be reserved for planning.

B. **Eligibility for Level 4 Roles:** Only unit members who qualify for Level 3 of the Career Ladder may apply to enter a pool of qualified candidates to be considered for Level 4A Lead Teacher positions. Only unit members eligible for Level 4A may apply to enter a pool of qualified candidates to be considered for Level 4B Distinguished Lead Teacher positions.

C. **Application Process:** There shall be a competitive application process to be entered into the pool for Levels 4A and 4B overseen by the Career Ladder Panel. Principals or Administrators shall fill Level 4A and Level 4B positions from candidates who have been selected to be in the Career Ladder pool through a competitive interview and selection process. National Board Certified Career Ladder Level 4 eligible unit members may apply to be in a pool of candidates considered for Level 4A Lead Teacher positions or Level 4B Distinguished Lead Teachers.

IX. **Support for Movement Up the Career Ladder.** Structures and professional learning opportunities shall be in place to encourage and support teachers in movement to Level 3 and higher on the Career Ladder, prioritizing teachers from historically underrepresented groups. There shall be equal representation of MCEA and MCPS in all groups developing the structures and professional learning opportunities below.

Structures and Professional Learning Opportunities include, but are not limited to:

- Component support courses to support candidates in component 2, 3, 4, Maintenance of Certification and retakes
- NBCT Network of Diversity (NNOD) candidate support evening sessions, Saturday lounge and recruitment efforts
- Annual Spring NBC information sessions in person and virtual
- NBCT Lead Teacher Academy CPD/PLP credit course open to all NBCTs

X. **Non-NBC National Certifications.** The Parties recognize the professionalism of unit members who hold non-NBC certifications. The Parties will continue to work towards increasing supplements for other national certifications based on budget availability.

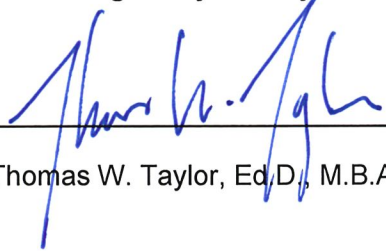
XI. **Salary Supplements**

A. **Salary Supplements for Level 4A Lead Teacher and 4B Distinguished Lead Teacher** Blueprint eligible unit members at 4A: Lead Teacher level of the Career Ladder shall receive an additional \$5,000 salary supplement. Unit members at 4B: Distinguished Lead Teacher shall receive an additional \$5,000 salary supplement. For example, a Level 4B teacher would receive a total supplement of \$20,000 (\$10,000 for Level 3 plus \$5,000 for Level 4A plus \$5,000 for Level 4B).

B. **2nd and 3rd Maintenance of Certification (MOC) Supplements.** Blueprint eligible unit members who have achieved their 1st Maintenance of Certification (MOC) shall receive an additional \$3,000 annual supplement pursuant to the Maintenance of Certification described in the Amended Limited Reopen Agreement with MCEA adopted by the Board of Education on March 18, 2025. Blueprint eligible unit members who have achieved their 2nd Maintenance of Certification (MOC) shall receive an additional \$3000 annual supplement in addition to the 1st MOC supplement. Blueprint eligible unit members who have achieved their 3rd MOC shall receive an additional \$3,000 annual supplement in addition to 1st and 2nd MOC supplements. The compensation rate of \$3,000 for 2nd and 3rd NBC renewal will begin in FY29 and FY30, per the Accountability and Implementation Board (AIB).

IN WITNESS WHEREOF, the Parties hereto have caused their names to be subscribed by their duly authorized officers and representatives as of the dates indicated below.

For Montgomery County Public Schools:

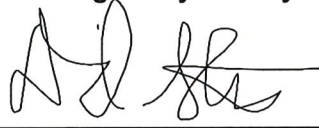


Thomas W. Taylor, Ed.D., M.B.A., Superintendent of Schools

6.26.2025

Date

For Montgomery County Education Association:



David Stein, President

6/13/2025

Date