

- Name and position of the aggrieved employee;
- A statement of the grievance and the facts involved, including relevant dates;
- A reference to the applicable provisions of the Board Policy, if any;
- The corrective action requested;
- Signature of the aggrieved employee; and,
- Date and time submitted.

#### **4.7 Joint Grievance Meeting**

- Once each month, the Labor Relations Associate, and any other representative(s) of BCPSS that the CEO and/or Board may find appropriate, shall meet with the Union President(s) to discuss specific grievances which are pending at Steps 3, 4, & 5.
- Should it become apparent at a Joint Grievance Meeting conducted under Sec. 4.7.A. that BCPSS and the Union shall be unable to agree on how a particular grievance is to be resolved, the Union may advance the grievance directly to arbitration at Step 5, without first completing either Step 3 or 4. Notice of an intent to arbitrate a particular grievance that has been discussed shall be given in writing within five (5) days after the Joint Grievance Meeting; if notice is not given, then the grievance shall proceed through the steps of the grievance procedure before being submitted to arbitration.

## **ARTICLE 5**

### **Compensation and Related Matters**

#### **5.1 Compensation**

##### **A. Wage Rates**

- The salary schedules effective July 1, 2022 shall transition on July 1, 2023 to the salary schedules established in Addendum I. Bargaining unit members on the Standard, Model, and Lead Pathways shall retain their existing interval level based on their Achievement Unit accumulations, and/or successful Accelerated Movement or Model Pathway applications. Bargaining unit members on the Professional Pathway shall be placed on either the Professional Pathway or

the Advanced Professional Pathway at an interval that is no less than 4% higher than the member's current salaries, inclusive of 1% accruals. All bargaining unit members shall retain their banked Achievement Units.

- Bargaining unit members move from the highest interval on the Professional Pathway to the Advanced Professional Pathway by accumulating 12 AUs. Bargaining unit members that transition from the Professional Pathway to the Advanced Professional Pathway retain their banked Achievement Units. Bargaining Unit members that are currently on interval 15 of the Professional Pathway and have twelve (12) or more banked Achievement Units shall first be placed on the appropriate interval of the new Advanced Professional Pathway based on 5.1.A and then shall receive an interval increase based on their Achievement Unit balance. They shall retain any Achievement Units that remain after deducting the twelve (12) Achievement Units used for interval movement.
  - Supplemental salary scales as set forth in Addendum II remain in effect and shall be increased by 4% on July 1, 2023.
- Current bargaining unit members employed as of the date of ratification of this Agreement by the Board of School Commissioners shall receive a one-time bonus of \$3,000 for school year 2023-2024.
  - The parties shall mutually reopen this Agreement for negotiations over matters related to compensation and stipends for fiscal years 2025 and 2026.
  - The timeline of compensation increases if this Agreement is ratified by the Board of School Commissioners at their February 27, 2024 meeting is follows:
    - By March 15, the bonus in paragraph A.2. shall be paid to bargaining unit members in a paycheck separate from their regular scheduled paycheck.
    - By April 26, the salary adjustments in this paragraph A. shall be implemented.
    - By May 10, payments for salary adjustments retroactive to July 1, 2023, shall be paid to bargaining unit members in a paycheck separate from their regular scheduled paycheck.

5. As of July 1, 2023, I.E.P. Team Associates and Clinicians shall be paid on the I.E.P. Team Associate pay scale which shall be renamed “ITA/Clinician Pay Scale.” Counselors shall be paid on the former Clinicians pay scale which shall be renamed “Counselor Pay Scale.”
6. The salary schedules for the Standard, Professional, and Advanced Professional Pathways effective July 1, 2023 shall be increased by 3% on July 1, 2024. The salary schedules for the Standard, Professional, and Advanced Professional Pathways effective July 1, 2024 shall be increased by 3% on July 1, 2025.
  - a. Supplemental salary scales as set forth in Addendum II shall be increased by 3% on July 1, 2024. Supplemental salary scales as set forth in Addendum II and the eligible salary increases in Addendum IV remain in effect and shall be increased by 3% on July 1, 2025.
  - b. The timeline of compensation increases if this agreement is ratified by the Board of School Commissioners at their December 10, 2024 meeting is as follows:
    1. By January 31, 2025 the salary adjustments in 5.1.A.6 and 5.1.A.6.a shall be implemented.
    2. By February 14, 2025 payments for salary adjustments retroactive to July 1, 2024 shall be paid to bargaining unit members in a paycheck separate from their regular scheduled paycheck.
  - c. The salary differential between the Support Teacher and Calendar Year Associate shall be increased to 15%. Calendar Year Associates shall have a vacation buyout option of up to 8 vacation days per year.
  - d. Bargaining unit members at the highest interval on the Advanced Professional Pathway shall receive a 1% increase in salary upon earning recertification/re-licensure.
  - e. Effective July 1, 2025, bargaining unit members who hold a conferred master’s degree or who are conferred a master’s degree shall have their base salaries increased by \$2,500. This one-time

permanent increase in pay, regardless of the number of master’s degrees conferred, will be to the base salary of the employee and shall be reported to the Maryland State Retirement System as regular annual earnings of the employee.

## **B. Career Pathway**

Effective for school year 2024-25, bargaining unit members progress on their Career Pathway based on their annual performance evaluation ratings as follows:

- 1. Three-tier System.** Bargaining unit members rated under a three-tier evaluation system (for example, Related Service Providers, Library Media Specialists, Educational Associates, etc.):
  - a. Bargaining unit members rated Satisfactory or Proficient on their annual evaluation will advance one interval each year unless they are rated Unsatisfactory on their annual evaluation.
  - b. Bargaining unit members at the highest interval on the Advanced Professional Pathway will receive a 1% salary increase for every two consecutive Satisfactory or Proficient annual ratings. Ratings earned for school years 2023-2024 and prior shall not be eligible for consideration as ratings required for this increase.
- 2. Four-tier System.** Bargaining unit members rated under a four-tier evaluation system:
  - a. Bargaining unit members rated Effective or Highly Effective on their annual evaluation will advance one interval each year.
  - b. Pre-tenured bargaining unit members rated Developing will advance one interval each year.
    1. A pre-tenured bargaining unit member is defined as an employee who has never attained tenure at BCPSS or another Maryland LEA prior to employment at BCPSS.
  - c. Tenured bargaining unit members rated Developing will advance one interval. A tenured bargaining unit member who is rated Developing in the year following a Developing rating will not advance an interval until the member receives an Effective or Highly Effective rating.

- d. Bargaining unit members at the highest interval on the Advanced Professional Pathway will receive a 1% salary increase for every two consecutive Effective or Highly Effective annual evaluation ratings. Ratings earned for school years 2023-2024 and prior shall not be eligible for consideration as ratings required for this increase.
  3. Bargaining unit members at the highest interval on the Standard Pathway whose annual rating entitles them to an interval movement shall move from the Standard Pathway to the Professional Pathway Interval 1. A bargaining unit member at the highest interval on the Professional Pathway whose annual rating entitles them to an interval movement shall move from the Professional Pathway to Advanced Professional Pathway Interval 1.
  4. Failure of a Principal or supervisor to issue an annual evaluation within contractual time limits will advance the bargaining unit member one interval.
  5. If the CEO places a bargaining unit member on mandatory administrative leave with pay for a period of time that results in the failure of an issuance of an annual evaluation the individual will advance one interval.
  6. Amendment to Section 15.9.M. Bargaining unit members on Sabbatical Leave shall receive an Administrative Effective or an Administrative Satisfactory rating for certification/licensure purposes on their annual evaluation but will not be eligible for interval advancement.
- C. 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.
- D. In addition to their annual salary new teachers shall receive \$41 per hour in school year 2024-2025 and \$42 per hour in school year 2025-2026 for required attendance during the orientation week prior to the opening of the school year.
- E. 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.
- F. 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 eight intervals.
- G. If a bargaining unit member resigns in good standing from BCPSS after at least five (5) years of service and is rehired, that bargaining unit member shall be placed on no lower than the Pathway and Interval that they were on when they left BCPSS service.

## H. 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.

Standard Pathway	Bachelor's (years)	Master's (years)	Professional Pathway	Advanced Professional Pathway	Bachelor's (years)	Master's (years)	Ph.D. or Ed.D. (years)
1	0-1		1		10-11	6-7	0-1
2	2-3		2		12-13	8-9	2-3
3	4-5	0-1	3		14-15	10	4-5
4	6-7	2-3	4		16-17	11	6-7
5	8-9	4-5	5		18-19	12	8-9
			6		20+	13	10-11
			7		N/A	14	12-13
			8		N/A	15	14-15
			9		N/A	16	16
			10		N/A	17	17
				1	N/A	18	18
				2	N/A	19	19
				3	N/A	20	20
				4	N/A	21+	21+

## I. Stipend Rate and Summer Pay

1. All work performed for stipends and summer pay shall be paid at the rate of \$54.78 per hour in fiscal year 2025 and \$56.42 in fiscal year 2026 and at a “workshop” rate of \$43.82 per hour in fiscal year 2025 and \$45.13 per hour in fiscal year 2026 for attending professional development which is not subject to a different rate as a part of an SBO or MOU.
  - a. Upon completion of the new Oracle Fusion payroll system, the Board shall make every effort to identify and differentiate stipend payments.
2. Activities requiring extra work by teachers outside of or within regular teacher workdays, listed in Addendum IV, are eligible for payment by stipend beginning in school year 2024-2025. The items listed in the table in Addendum IV shall be paid at the flat stipend rate listed in the table. Other continued activities previously on the AU menu listed in Addendum IV will be paid at the stipended hourly rate for work outside the regular teacher workday.
3. Attendance/participation in professional development activities by teachers outside of school hours is eligible for payment by stipend beginning in school year 2024-2025.
  - a. Payments for attendance/participation for these development activities shall be at the workshop hourly rate identified in paragraph 1 of this section.
  - b. Payments for planning, facilitation, and feedback of these professional development activities shall be at the stipend hourly rate identified in paragraph 1 of this section.
4. By August 15 of every school year, the Board shall provide the BTU President or their designee a stipend payment schedule for the activities listed in Addenda II and IV.

## J. Overnight Compensation

Participation in overnight activities shall continue to be voluntary and bargaining unit members shall not be penalized for declining to participate in overnight activities. Bargaining unit members who choose to participate in overnight activities, including, but not limited to, overnight field trips, North Bay visits,

Outward Bound programs shall be paid at \$103 in fiscal year 2025 and \$106 in fiscal year 2026.

## 5.2 5.2 Baltimore Professional Practices and Student Learning Program (BPPSLP) (Effective July 1, 2023-June 30, 2024)

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
- Identify educational and professional activities that need to be engaged in by staff, evaluated for effectiveness, and to serve as a basis for compensation decisions
- Create and oversee a system for ensuring reliability

## ADDENDUM I

### FY2025 BTU Career Pathway Salary Schedule Effective July 1, 2024

FY2025 BTU Career Pathway Salary Schedule Effective July 1, 2024			
BASE TEACHER			
	BTU.204	BTU.205	BTU.206
Interval	Standard	Professional	Advanced Professional
1	60,662	70,902	97,193
2	62,482	73,529	99,845
3	64,356	76,155	102,497
4	66,288	78,782	105,150
5	68,276	81,408	107,802
6		84,035	110,454
7		86,661	113,106
8		89,288	115,759
9		91,914	118,411
10		94,541	
NBC Teachers receive an additional \$10,000. NBC Teachers in Low Performing Schools receive \$7,000 in addition to the NBC increase. Earning a first Maintenance of NBC Certificate (MOC) results in an additional \$8,000 increase, the second MOC results in an additional \$7,000 increase, and a third MOC results in an additional \$6,000 increase.			

FY2025 BTU Career Pathway Salary Schedule Effective July 1, 2024			
CALENDAR YEAR ASSOCIATE			
	BTU.274	BTU.275	BTU.276
Interval	Standard	Professional	Advanced Professional
1	72,984	85,305	116,937
2	75,174	88,465	120,126
3	77,430	91,625	123,317
4	79,753	94,785	126,508
5	82,143	97,946	129,699
6		101,105	132,891
7		104,265	136,082
8		107,425	139,272
9		110,585	142,463
10		113,745	
NBC Teachers receive an additional \$10,000. NBC Teachers in Low Performing Schools receive \$7,000 in addition to the NBC increase. Earning a first Maintenance of NBC Certificate (MOC) results in an additional \$8,000 increase, the second MOC results in an additional \$7,000 increase, and a third MOC results in an additional \$6,000 increase.			