

- E. Any grievance not commenced under the provisions herein stipulated within eighteen (18) school days after the grievant knew (or should have known) of the conditions upon which such grievance is based shall be null and void.
- F. No reprisals of any kind shall be taken by the Board or the School Administration against any teacher because of his participation in this Grievance Procedure.
- G. The administration shall furnish the Union with such information that is requested which is directly related to the grievance.
- H. If a grievance affects a group or class of teachers, the Union may submit such a grievance in writing to the CEO directly and the processing of such a grievance will begin at Step 3.

4.6 Grievance Forms

The grievance shall be filed on the mutually agreed upon grievance form which shall contain the following information:

- 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

- A. 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.
- B. 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 V

Compensation and Related Matters

5.1 Compensation

Wage Rates

A.

1. The salary schedules effective July 1, 2020 shall be increased by 2.25% on July 1, 2021. The salary schedules effective July 1, 2021 shall be increased by 2.25% on July 1, 2022. Supplemental salary scales remain in effect and shall be increased by 2.25% on July 1, 2021 and 2.25% on July 1, 2022, e.g. coaches, clinicians, department heads, etc. fiscal year.

2. Timeline of Compensation Increases.

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

2022 BTU Career Pathway Salary Schedule
Effective July 1, 2022

BASE TEACHER				
	Standard	Professional	Model	Lead
Interval	BTU.200	BTU.201	BTU.202	BTU.203
1	53,898	67,336	98,336	107,069
2	55,516	70,273	100,065	108,913
3	57,180	73,213	101,794	110,758
4	58,896	76,151	103,523	112,601
5	60,661	79,090	105,250	114,444
6		82,258		
7		85,542		
8		87,270		
9		88,429		
10		89,586		
11		90,744		
12		91,903		
13		93,061		
14		94,218		
15		95,378		