

Allegany County Career Ladder - Starting FY 25-26

Proposed COLA Adjustment **1.0%**

		Level 1		Level 2		Level 3	(+\$10,000)
Steps	Conditional Professional	Initial Professional	Initial Professional: Pursuing MA, NBC, MA in non-NBC area	Advanced Professional wo/Masters: Pursuing MA, NBC, MA in non-NBC area	Advanced Professional w/Masters: Pursuing NBC, MA in non-NBC area	NBC w/o Masters	NBC w/ Masters, MA in non-NBC area
1	46,795	60,000	60,000		63,100		
2	47,982	60,000	60,000		63,100		
3	49,198	60,000	60,000		63,100		
4	50,454	60,000	60,000	61,744	63,100	71,744	73,100
5	51,732	60,614	60,614	61,744	63,100	71,744	73,100
6	53,050	60,614	60,614	61,744	63,100	71,744	73,100
7	54,403	61,820	61,820	62,972	64,356	72,972	74,356
8	55,789	61,820	61,820	65,011	66,244	75,011	76,244
9	57,211	63,404	63,404	67,045	68,185	77,045	78,185
10	61,279	65,025	65,025	69,118	70,188	79,118	80,188
11		66,690	66,690	71,028	72,250	81,028	82,250
12		68,398	68,398	73,062	74,371	83,062	84,371
13		70,153	70,153	75,136	76,559	85,136	86,559
14		71,951	71,951	77,108	78,810	87,108	88,810
15		73,751	73,751	77,678	79,378	87,678	89,378
16				77,678	79,378	87,678	89,378
17				78,228	80,599	88,228	90,599
18				78,795	81,168	88,795	91,168
19				78,795	81,168	88,795	91,168
20				78,795	81,168	88,795	91,168
21				79,622	82,038	89,622	92,038
22				80,191	82,606	90,191	92,606
23				80,191	82,606	90,191	92,606
24				80,191	82,606	90,191	92,606
25				81,018	83,478	91,018	93,478
26				81,587	84,047	91,587	94,047
27				81,587	84,047	91,587	94,047
28				82,412	84,917	92,412	94,917
29				82,981	85,484	92,981	95,484
30				82,981	85,484	92,981	95,484
31				83,333	85,848	93,333	95,848
31+				83,333	85,848	93,333	95,848

Level 2:

- *Incentive Program to pursue NBC available; must adhere to program guidelines and deadlines to remain on Level 2.
- *Pursuit of Master's degree is defined by active enrollment in a MA program with official transcripts submitted to Human Resources for each licensure renewal until MA is obtained.
- *Teachers must have an Effective or Highly effective evaluation on their most recent evaluation to advance to Level 3 pay scale.

Level 3:

- * A teacher must be tenured with 3 years experience to be placed on Level 3
- *Teachers must maintain NBC status and have an Effective or Highly Effective evaluation to remain on Level 3 pay scale; failure to maintain an NBC will revert the employee to the prior pay level commensurate of their licensure and/or degree.
- * Teachers may be requested to teach in their NBC certified area based on the needs of the system.
- *NBC teachers assigned to a Low Performing School will receive an additional \$7,000
- *Additional assignment/leadership responsibilities TBD by direct supervisor

MOC Candidates: 1st renewal receives an additional \$4,000, contingent on current Blueprint funding formula.

Out of State/County Candidates: Credentials reviewed by HR before placement on scale.

*A teacher who holds 30 hrs credit, approved by the Superintendent, above or in addition to those hours required and used for Master's degree, shall in addition to their regular salary receive \$ 2,362

*A teacher who holds 60 hrs credit, approved by the Superintendent, above or in addition to those hours required and used for Master's degree, shall in addition to their regular salary receive \$ 4,216

*A teacher who holds a Ph.D or Ed.D degree shall in addition to their regular salary receive \$ 7,678