

## Additional Salary Enhancement for NBCTs at MSDE Identified Schools

Teachers who hold a valid NBCT certificate during a school year for which MSDE has identified a school as a Low Performing Blueprint School will receive a \$7,000 additional state mandated salary enhancement if they meet the following criteria:

- An individual must meet the definition of **teacher** as defined by the Blueprint for Maryland's Future Law (See Ed. § 6-1001). There are two parts to meeting this definition:
  1. Be primarily responsible and accountable for teaching students in a class.
  2. Be the teacher of record or a co-teacher (including special education teacher or ESOL teacher) who delivers instruction and is responsible for a student's or group of students' academic progress in a Pre-K – 12 public school setting.
- An individual must perform the duties of **teacher** as defined above for the minimum % required by law:
  1. To meet the minimum percentage of working time, an individual will have to perform the duties identified above for 60% of their working time.
  2. Individuals who are currently in a leadership position (I.e., Department Chair) must perform the duties identified above for 50% of their working time.

[See Page 2 for the 2024 – 2025 Blueprint Schools](#)

[See Page 3 for the 2023 – 2024 Blueprint Schools](#)

[See Page 4 for the 2022 – 2023 Blueprint Schools](#)

## MSDE Identified Schools per Blueprint for Maryland's Future 2024 - 2025 School Year

Teachers who hold a valid NBCT certification **during the 2024 – 2025** school year, meet the definition of teacher, and teach for the minimum amounts required by law at one of the following schools, will receive an additional \$7,000 salary enhancement for the 2024 – 2025 school year.

Teachers who qualify to receive the salary enhancement during the 2024 – 2025 school year will continue to receive the \$7,000 additional salary enhancement per year as long as they remain at the school where they **taught in 2024 – 2025**, continue to hold a valid NBCT certification, and continue to meet the definition of teacher for the minimum percentage of time as required by law.

Teachers who achieve NBCT status at these schools in December of 2024 are not eligible for the salary enhancement until, **1)** July of 2025 and only if, **2)** the school is documented as an Identified Blueprint School for the 2025 – 2026 school year.

Annapolis MS\*

Belle Grove ES

Brooklyn Park MS\*

Corkran MS

Freetown ES

Glen Burnie HS

Meade MS\*

Meade HS

Northeast MS

Phoenix Academy\*

Van Bokkelen ES\*

\* MSDE definition related to 1 and 2 star schools

*Schools identified by MSDE as being in the lowest 10% when compared to other district schools.*

**New Schools for 2024 - 2025**

## MSDE Identified Schools per Blueprint for Maryland's Future 2023 - 2024 School Year

Teachers who hold a valid NBCT certification **during the 2023 – 2024** school year, meet the definition of teacher, and teach for the minimum amounts required by law at one of the following schools, will receive an additional \$7,000 salary enhancement for the 2023 – 2024 school year.

Teachers who qualify to receive the salary enhancement during the 2023 – 2024 school year will continue to receive the \$7,000 additional salary enhancement per year as long as they remain at the school where they **taught in 2023 – 2024**, continue to hold a valid NBCT certification, and continue to meet the definition of teacher for the minimum percentage of time as required by law.

Teachers who achieve NBCT status at these in December 2023 are not eligible for the salary enhancement until July 2024, and **then only if** the school is documented as an Identified Blueprint School for the 2024 – 2025 school year.

Annapolis ES\*

Annapolis MS\*

Belle Grove ES

Brooklyn Park ES

Brooklyn Park MS

Eastport ES

Freetown ES

Glen Burnie HS

Hilltop ES

Meade MS

Phoenix Academy\*

Van Bokkelen ES\*

\* MSDE definition related to 1 and 2 star schools

*Schools identified by MSDE as being in the lowest 10% of their grade band (K-8 and 9-12).*

## MSDE Identified Schools per Blueprint for Maryland's Future *2022-2023 School Year*

Teachers who qualified to receive the salary enhancement during the 2022 – 2023 school year for teaching at one of the following schools will continue to receive the \$7,000 additional salary enhancement per year as long as they remain **at the school where they taught in the 2022 – 2023 school year**, continue to hold a valid NBCT certification, and continue to meet the definition of teacher for the minimum percentage of time as required by law.

Annapolis ES

Annapolis MS

Belle Grove ES

Brooklyn Park ES

Eastport ES

Freetown ES

Glen Burnie Park ES

Glen Burnie HS

Hilltop ES

Maryland City ES

Phoenix Academy\*

Van Bokkelen ES\*

\* MSDE definition related to 1 and 2 star schools

*Schools identified by MSDE as being in the lowest 10% of their grade band (K-8 and 9-12).*