



# Charles County Public Schools

*Working together to achieve excellence for every student.*

## INCENTIVES

Below are some of the incentives that Charles County Public Schools provides to new teachers.

- Teacher Mentor Program
- National Board Certified Stipend—\$10,000.00 (Effective 7/1/2022)
- Up to \$5,000.00 per year in tuition reimbursement
- Relocation stipend up to \$2,500.00 based on distance (Minimum of 75 miles to qualify)
- New Teacher Orientation week stipend—based on attendance
- Reimbursement available for required Maryland Teacher Exams (if necessary)
- Waiver of fingerprint and initial certification fees
- Opportunities for summer employment

### **SY 2021-2022 STARTING SALARIES**

BA \$50,248.00

MA \$54,328.00

Questions—email

[bethedifference@ccboe.com](mailto:bethedifference@ccboe.com)



# Charles County

## Public Schools

*Working together to achieve excellence for every student.*

## Life in Charles County

Charles County is one of the fastest growing communities in the state of Maryland. Since 2000, the County's population has grown more than 22 percent. Close to Washington DC, but a world away, Charles County is known for its rich history, scenic outdoors, panoramic waterfront views, great dining, excellent schools, and lower cost of living relative to the rest of the region. It has become an attractive place for young professionals and families looking for a vibrant community with many quality of life amenities and easy access to the surrounding major cities.

## History

Chartered more than 350 years ago, Charles County is a vibrant community with a rich heritage representing more than 200 years of American history. One of the oldest towns on the East Coast, Port Tobacco was established in 1634. Charles County was established in 1658 and named for the third Baron Baltimore, Charles Calvert. One of the first ports on the Patuxent River, Benedict, was established in 1683. Waldorf, Maryland started as a rural crossroads and was originally called Beantown. The Baltimore and Potomac Railroad added a station to Waldorf in 1872. The Town of La Plata serves as the county seat for the Charles County Government and was originally founded in the 1870's as the Pennsylvania Railroad was granted a right of way to build its tracks and station. Indian Head was established in 1920 and is named for the Algonquin Indian Tribe who were settled on the headlands of the Potomac. Charles County is known for many historic landmarks and attractions with nearly 40 listings on the National Register of Historic Places.

## Education

Charles County offers high-quality, award-winning educational programs and institutions that provide the business community with a highly-educated workforce. As a state, Maryland's public school system has consistently achieved "top-in-the nation" status.

Science, Technology, Engineering, and Mathematics (STEM) is a concentration that Charles County has embedded into curriculum from pre-K through grade 12 classrooms. North Point High School, one of seven high schools in the County, offers 16 Career and Technical Education programs. An estimated half of the student body is enrolled in one of these programs. Programs include biotechnology, engineering, Cisco Networking Academy, and more. Additionally, Charles County offers advanced education opportunities with regionally-accredited community colleges like the College of Southern Maryland (CSM) which provides students with a variety of learning options.

The Mid-Atlantic corridor (region including Maryland, Washington DC, Virginia, West Virginia, New York, New Jersey, Pennsylvania, and Delaware) has the greatest concentration of Science, Technology, Engineering, and Mathematics (STEM)-related industries in the world.

### Charles County Public School by the Numbers

Total Enrollment 27,000  
22 Elementary Schools  
8 Middle Schools  
7 High Schools

## Do, Eat & Play

**Outdoors and Parks:** 300 miles of shoreline on the Potomac and Patuxent Rivers create opportunities for boating, fishing, kayaking, picnics, jet skiing, water skiing, sailing, bird watching, and treasure hunting. The County is home to miles of scenic trails great for hiking and biking and 30 county parks totaling 3,626 acres with a variety of activities including a 13-mile hiker/biker trail, 60-acre lake, fishing piers, swimming, skate park, tennis courts, picnic facilities, and lighted athletic fields. Three state parks and four natural wildlife areas cover nearly 10,000 acres.

**Recreational Fun:** Capital Clubhouse offers a 90,000 square-foot ice rink, multi-purpose field, 30-foot climbing wall, eatery, summer camps, and an on-site sporting equipment shop. For avid golfers, Charles County offers the White Plains Golf Course, Hawthorne Country Club, and Swan Point Yacht and Country Club

**Sports and Entertainment:** Regency Furniture Stadium is home to the Southern Maryland Blue Crabs professional baseball club with over 70 home games as well as concerts, expos, and other entertainment events throughout the year

**Cultural:** The College of Southern Maryland features theater, musical performances, art, and cultural events; the award-winning Port Tobacco Players are known for their excellent stage productions; Black Box Theatre offers professional theater, music, and music festivals. In addition, the county's rich history is preserved in a number of historical sites and scenic trails

**Dining:** Charles County's growing culinary scene offers residents and visitors a wide range of dining experiences from amazing seafood at one of its waterfront restaurants, to one of a variety of ethnic cuisine such as Peruvian and Thai, to casual dining with a local flair.

## Housing

From apartments and townhomes to luxury single family and historical homes, to waterfront properties, Charles County offers residents a wide variety of housing options, whether for purchase or for rent.

There are apartments and homes within walking distance to year-around attractions. New home communities are abundant throughout Charles County and newcomers will find a great selection of new and single-family homes designed to fit every budget with excellent schools, both public and private, close by. For those who want to escape the hustle and bustle scenic homes abound along back country roads and homes with amazing waterfront and panoramic views.

## Cost of Living

Charles County's cost of living is among the lowest in the Washington Metro Area. In particular, housing is considerably more affordable than elsewhere in the region.

Follow us on ...



**FY – 2021-2022**

**TEACHER SALARY SCALE 10-MONTH EMPLOYEE: U1, IT1**

**Additional pay per year: Certificate of Clinical Competence (CCC): 2,500 National Board Certification (NBC): 2,500 National Certified Counselor (NCC): 2,500**

<b>COND</b>	Conditional Teaching Certificate	<b>MA</b>	Master's Degree
<b>X</b>	Half-year of previous experience	<b>MA30</b>	30 credit hours beyond Master's Degree, 21 of the credits must be graduate credits
<b>BS</b>	Bachelor's Degree	<b>DR</b>	Doctorate degree
<b>APC</b>	Advanced Professional Certificate		

**Table: U1, IT1**

Level	COND	BS	BSX	APC	APCX	MA	MAX	MA30	MA30X	DR	DRX
1	47,248	50,248	50,939	53,262	53,995	54,328	55,075	55,328	56,075	57,828	58,575
2	48,629	51,629	52,339	54,727	55,480	55,822	56,590	56,822	57,590	59,322	60,090
3	50,049	53,049	53,779	56,232	57,005	57,357	58,146	58,357	59,146	60,857	61,646
4	51,508	54,508	55,258	57,778	58,573	58,934	59,745	59,934	60,745	62,434	63,245
5	53,008	56,008	56,777	59,368	60,184	60,555	61,388	61,555	62,388	64,055	64,888
6	54,547	57,547	58,338	61,001	61,839	62,220	63,075	63,220	64,076	65,720	66,576
7	56,130	59,130	59,130	62,678	63,540	63,931	64,810	64,931	65,810	67,431	68,310
8				64,402	65,287	65,689	66,593	66,689	67,593	69,189	70,093
9				66,172	67,082	67,496	68,424	68,496	69,425	70,996	71,925
10				67,993	68,928	69,353	70,306	70,353	71,306	72,853	73,806
11				69,863	70,823	71,259	72,239	72,259	73,240	74,759	75,740
12				71,783	72,770	73,220	74,226	74,220	75,226	76,720	77,726
13				73,757	74,771	75,232	76,267	76,232	77,267	78,732	79,767
14				75,785	76,827	77,301	78,364	78,301	79,364	80,801	81,864
15				77,869	78,940	79,427	80,520	80,427	81,520	82,927	84,020
16				80,012	81,112	81,612	82,734	82,612	83,734	85,112	86,234
17				82,212	83,342	83,855	85,008	84,855	86,008	87,355	88,508
18				84,471	85,633	86,161	87,346	87,161	88,346	89,661	90,846
19				86,795	87,989	88,531	89,748	89,531	90,748	92,031	93,248
20				89,182	89,182	90,965	90,965	91,965	91,965	94,465	94,465

# Charles County Public Schools Benefits Summary for Certificated Staff

*As a CCPS employee, you have a wide range of benefits available to you and your family (benefit limitations for part-time employees are noted below). This summary is provided as an overview of these benefits. Some of the benefits described here are optional and it is important that you understand your choices and enroll within the required period of time. This handout does not contain complete terms or conditions of any of the school system's current benefit plans and policies; it is intended to provide general explanations. Complete terms and conditions of the employee benefits plans can be found in the respective plan documents and trust agreements. In an instance of conflict between this summary and a benefit policy or plan, the plan of benefits, plan documents, and the various policy provisions will govern.*

## Benefits Eligibility Table

The following table summarizes eligibility for employee benefits according to employment classification:

Benefit	Full-Time	Part-Time (20+ hours)	Temporary
Paid Personal Leave (10 and 11 month employees only)	Yes	Yes#	No
Paid Sick Leave	Yes	Yes#	Yes
Paid Annual Leave (12 month employees only)	Yes	Yes#	No
Paid Holidays (12 month administrators only)	Yes	Yes#	No
Retirement*	Yes	Yes	No
Tuition Reimbursement	Yes	Yes	No
403(b) or 457 Plan*	Yes	Yes	Yes
Health Insurance (Medical, Dental, Vision)*	Yes	Yes	No
Group Term Life Insurance (provided by CCPS/VOYA)*	Yes	Yes	No
Group Supplemental Life Insurance (Voya)	Yes	Yes	No
Other Voluntary Benefits (Aflac)	Yes	Yes	No

\*Benefit offered on a pre-tax basis.

#Part-time employees will accrue sick leave, personal leave or annual leave (12 month employees only) at the individual percentage of a normal workday. Holiday pay pro-rated (12 month employees).

### 1. Leave Benefits

- **Personal Leave:** Two (2) days of leave per year for the first two years of service. Three (3) days of personal leave with 3 – 14 years of service. Four (4) days of personal leave with fifteen years or more of service. Certified employees may accrue up to six days of personal leave and may use up to six days in one year. Employees need to provide at least two weeks notice to the principal or supervisor (except in case of emergency) when he/she plans to use more than three consecutive personal leave days. Any days of personal leave accrued in excess of six days will be credited to the employee's accumulated sick leave balance
- **Sick Leave:** All Full or Part-Time employees can accrue sick leave at the rate of one day for each month of completed service. Employees who are absent from work because of a personal illness may use their accrued sick leave. There is no limit on the accumulation of sick leave. Temporary staff earn sick and safe leave at a rate of at least one hour for every 30 hours the employee works.
- **Annual Leave:** Twelve month employees will earn twenty-five (25) days of annual leave for a full year of service
- **Other Paid Leave:** *Bereavement*-Leave up to five days for immediate family  
*Jury Duty*-Administrative leave with pay while serving jury duty

### 2. Retirement: Reformed Contributory Pension Benefit Plan

- Mandatory contribution of 7% of salary to the Maryland State Retirement and Pension System (MSRPS)
- Vested after 10 years of eligibility service
- Full Service Retirement achieved once "Rule of 90" met (sum of age and eligibility service must equal 90) **or** age 65 with at least 10 years of eligibility service
- Early Service Retirement available at age 60 with a minimum of 15 years eligibility service
- Average Final Compensation calculated using highest 5 consecutive years
- Benefit Multiplier of 1.5%
- Annual cost-of-living adjustments provided (linked to CPI but capped at 2.5%)
- Visit <http://www.sra.state.md.us/> for additional information

### **3. Tuition Reimbursement**

- Certified professional employees holding Conditional Certification, Standard Professional Certification (SPC) or Advanced Professional Certification (APC) are reimbursed at the rate of \$2,225 per fiscal year (July 1-June 30) for CCPS-approved, accredited university courses
- The courses for employees with a Bachelor's degree must be in a Master's degree program which has been approved by a college advisor and the CCPS Human Resources Office. Courses for employees with a Master's degree must be in a job-related area and have prior approval of the Superintendent or designee
- Employees with a Bachelor's degree must earn a grade of C or better and the employees with a Master's degree must earn a grade of B or better in order to receive reimbursement
- Employees who are requesting Direct Bill (McDaniel College, Notre Dame of Maryland University and Towson University only) must complete the Direct Bill Form and Tuition Reimbursement Form prior to registering for the course

### **4. 403(b) and 457 Plan ~Voluntary Benefit**

- 403 (b) Plan provider: Prudential. 457 Plan providers: TIAA Cref or VALIC
- Allows for pre-tax contributions, which will lower an employee's taxable income

### **5. Healthcare ~Voluntary Benefit**

CareFirst BlueCross BlueShield administers CCPS' medical, dental, and vision benefits for employees. To locate a doctor or dentist, visit CareFirst's website at: [www.carefirst.com](http://www.carefirst.com)

- Caremark/CVS administers CCPS' prescription drug benefit for employees
- Employees working at least 20 hours per week become eligible for coverage immediately if hired by the tenth of the month or, if after the tenth, on the first of the month following the date of hire. Ten-month teachers hired during the summer months will be eligible for coverage on September 1<sup>st</sup>.
- CCPS contributes 75% of the health insurance premium (which includes medical, dental, vision and prescription drug plan)
- Applicable employee contributions are automatically deducted from employee's paychecks

### **6. Group Term Life Insurance (Voya) ~ Voluntary Benefit**

- Death benefit of one year's salary available to beneficiaries after completing 30 days of employment
- CCPS contributes 75% of insurance premium

### **7. Group Term Life Supplement Insurance (Voya) ~ Voluntary Benefit**

- Group rates
- Employee contributes 100% of premium
- Options for Spouse and Child coverage

### **8. Short Term Disability ~ Voluntary Benefit**

- AFLAC makes this coverage available to CCPS Employees. Employees working at least 20 hours per week are eligible upon hire
- You choose a level of coverage that best meets your individual financial needs
- Monthly Benefits from \$500 to \$5,000, subject to income requirements and benefit period restrictions

### **9. Dependent Care (DDC) or Unreimbursed Medical (URM) ~Voluntary Benefit**

- Flexible Spending offered through Further
- Payroll deductions on a pre-tax basis
- Flex Visa card available for use with Unreimbursed Medical

### **10. Employee Assistance Program (EAP)**

- EAP specializes in helping employees work through personal problems that may be affecting their performance, conduct and attendance at work
- Available to permanent employees and their immediate family members

## New Teacher Instructional Support – An Important Piece of the Puzzle



### **Mentors**

Every new teacher is assigned a New Teacher Mentor for the year. Mentors work at multiple schools with a caseload of approximately 15 new teachers. Your mentor is available by email, and will meet with you weekly for feedback, planning and discussion of challenges in the classroom.



### **Observations of Master Teachers**

All new teachers are eligible to request opportunities to observe a master teacher and to have a master teacher visit them in their classroom. Observations are a great way to build a professional network with experienced teachers and to set aside time to reflect on professional practice in a collaborative venue.



### **Instructional Leadership Teams (ILT)**

All schools have one or more full release Resource Teachers to support instruction in the classroom. Elementary and middle schools have an ILT for Reading, Math, and Gifted Education Support.



### **Department Chairs and Grade or Team Leaders**

Meet the other instructional leaders in your building. Department chairs and other team leaders are a wonderful resource for new teachers. These professionals work in your content area or grade level providing a valuable teaching resource in your building. Principals often organize school embedded professional development to give teachers time to work with their teams for planning analyzing instruction.



### **Content Area and Curriculum Specialists**

Starting with New Teacher Orientation in August and continuing throughout the year, you will work with your Content Specialists. This fantastic team organizes the curriculum and resources that you will use in your classroom. They visit classrooms, offer in-service training, and organize a multitude of student events and competitions throughout the year.



### **Ongoing Professional Development (PD and Online Transcripts of Learning)**

Content Specialists, ILT, and mentors collaborate to plan and offer a wide variety of professional development throughout the year. Workshops are advertised online and through spotlight emails to help you find opportunities to meet your specific needs. Afterschool and summer workshops often pay teachers a stipend for participation. Online courses are offered for credit as well. CCPS offers an online portal to track your PD history. You can login and print your personal PD transcript as documentation of your learning activities. This is valuable when meeting with your principal or when preparing for certification renewal.

For more information, contact Latisha Burks at (301) 392-5587 or visit <http://registration.cboe.com>