

PRESS RELEASE

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Progressive New Administrator Contract Places Premium on Leadership and Results, Puts City Schools at Forefront

Principals, assistant principals and district office administrators ratify contract that elevates their role in ensuring student success and links their pay to performance

(Baltimore, MD)—Members of the Baltimore City Public School Administrators and Supervisors Association (PSASA) voted on Friday, April 29 to approve a new contract that places unprecedented importance on the role of administrators in student achievement and school success; ties their compensation to performance on both of those fronts; and provides them with differentiated career pathways that encourage professional and financial advancement through leadership. The contract goes before the Baltimore City Board of School Commissioners May 10 for final approval.

“This contract is very, very progressive and a win-win for the kids and the people of Baltimore,” said Ernest Logan, Treasurer of the American Federation of School Administrators, AFL-CIO and President of New York City’s Council of School Supervisors and Administrators. “You’re tying compensation to evidence of proven leadership and learning at the school level. There are not many districts where this is happening, so you’re probably in the forefront of this movement.”

The April 29 ratification of City Schools’ new PSASA contract comes after six months of close collaboration between union and district officials, and reflects the strong commitment—by the district and union leaders and members alike—to advancing student achievement throughout City Schools. The contract ties pay to performance rather than degrees earned and time served, and it provides multiple career pathways that allow for self-paced professional and financial advancement through the accumulation of “leadership units” and other forms of proven leadership.

“This new contract takes to an even deeper level the transformation of the district to date. It reflects the tremendous value and commitment of our school leaders in particular, and points up the potential to build on the tremendous progress of our students moving forward,” said Baltimore City Board of School Commissioners Chair Neil E. Duke.

“Strong leadership by adults—and at the school level in particular—is essential to the achievement of our students and overall success of our school communities; it is a core value driving the transformation of our school system,” said City Schools CEO Andrés A. Alonso. “We saw that when we moved budget authority from the district office to the schools, and we see it in the talent of individuals assuming both school and district office leadership roles. This contract not only gives leadership its due; it unleashes so much opportunity for our administrators to truly reach and tap their potential. I thank and congratulate the PSASA leadership and membership, and look very forward to continuing to partner to put that potential to work on behalf of our kids.”

“This new contract truly values the contributions of our membership to the achievement of City Schools students,” said PSASA President Jimmy Gittings. “It retains all of our current benefits while providing the opportunities for increased compensation and professional growth that our members deserve.”

The new PSASA contract provides career pathways for the three core groups of PSASA members—school principals, assistant principals and district office administrators—and a new set of opportunities for them to advance, at their own pace. Key highlights of the contract include:

- It provides all three groups of PSASA administrators with new, differentiated career pathways and clear career ladders.
- It provides opportunities and incentives for administrators to develop and grow in their profession—the stronger our educational leaders, the more our students learn and achieve.
- It provides higher pay scales—that boost starting salaries for principals and assistant principals above the state average—and numerous interval opportunities for principals, assistant principals and district office administrators to advance along those pay scales, with their movement tied to evaluations and evidence of proven leadership and learning at the school level.
- It is structured to ensure collaboration between the union membership and the district on key items, including evaluation tools and systems, leadership unit offerings, pathway criteria and review processes.

Under the new contract, movement up career ladders and across career pathways replaces the “step and lane” increases that currently drive increases in administrator pay. For principals there is a four-tier career pathway (spanning Standard, Professional, Transformational and Distinguished ladders); for assistant principals there is a two-tier career pathway (spanning Standard and Professional ladders); and for district office administrators there is a three-tier pathway (spanning Standard, Professional and Distinguished ladders). And within each of these pathways are ladders with several intervals.

Administrators move up ladders by intervals as they earn “leadership units” for a range of activities that demonstrate leadership effectiveness, including positive annual evaluations. For every 12 leadership units they advance one interval, and with each interval comes an increase in pay. Administrators move across pathways through evidence of effective leadership, to be guided by leadership standards which are currently under development.

In addition to increases associated with self-paced earnings and movement within career ladders, all PSASA members will receive a 2 percent salary increase in 2010-11 (retroactive to July 1, 2010) and a \$1,800 lump-sum payment. In 2011-12 they will be placed on the new salary scales and receive at least an additional \$2,000—either in the form of a salary increase or a lump-sum payment. In 2012-13 they will receive a cost-of-living adjustment of between 1 percent and 3 percent.

The three-year contract goes into effect immediately, and is retroactive to the start of the 2010-11 school year. It will be overseen by a Joint Oversight Committee and a Joint Governing Panel.

