

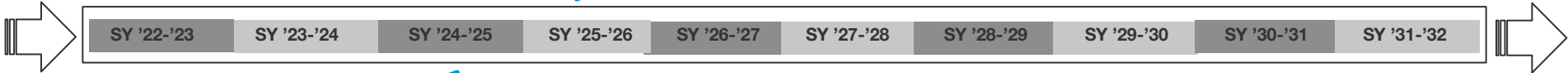
Kirwan Blueprint Legislation

Policy Area Two: Quality & Diverse Teachers & Leaders



- **Nationally-Board Certified teachers** receive \$10,000 salary increase; **NBC teachers in low-performing schools** receive additional \$7,000 increase
- **Fee support** available for teachers pursuing NBC
- Staff with direct contact with students must be **trained on student mental and behavioral health topics** (annual requirement)

- Adjustments to **classroom teaching time** as a percentage of working hours begin take effect
- **Assistant principals** must teach at least 20% of working hours; **principals** must teach at least 10% of working hours
- **Professional development** related to the career ladder must be provided



- A **4-tier Career Ladder** for educators must be in place
- **Teacher evaluation system** must be aligned with the career ladder
- Implementation of enhanced program to support **teacher induction, retention, and advancement**
- District must demonstrate **10% salary increase** over previous 5 years

- **Minimum teaching salary** for teachers is \$60,000
- **All new teachers** receive **professional development** related to career ladder in their first year

- **Principals** must be NBC teachers or receive a waiver based on other qualifications