

Changes in blue were approved at the Policy Committee's public work session on 5/9/19.

File: GCBA

INCENTIVE SALARY – REQUIRED PROGRAM PLANNING

I. Purpose

The purpose of Policy GCBA is to create flexibility and incentive for teachers to enhance their professionalism and leadership.

II. Background

The Board of Education recognizes the need to provide opportunities and added incentives for professional employees to continue their professional growth and development in areas that enhance the effectiveness of educational programs and services for students. Guidelines for the administration of the Incentive Salary Program ~~are~~ **should be** flexible enough to meet the special needs of the school system and candidates simultaneously.

Purposes:

- ~~I. To increase the competencies and effectiveness of professional employees in areas relevant to their professional goals.~~
- ~~II. To stimulate professional growth.~~
- ~~III. To develop leadership.~~

Definition:

III. Policy Statement/Procedures

- A. The Incentive Salary Schedules provide scales for fully certificated professional employees who hold Advanced Professional Certificates based on the Master's degree and have earned an additional thirty (30) credits. ~~after receiving an appropriate Master's degree. A program can be thirty graduate credits from an accredited institution or a minimum of twenty-one (21) graduate credits and a maximum of nine (9) state and county MSDE workshop credits.~~
- B. The thirty (30) credits may be earned as graduate credit from an accredited institution or Maryland State Department of Education (MSDE) approved professional development credit.
- C. An incentive salary scale is also provided for an appropriately earned doctorate from an accredited institution. ~~Graduate credits earned before the Master's degree was awarded shall not be considered.~~
- D. The Incentive Salary Program shall be a planned program of relevant graduate courses and/or MSDE workshop credits and shall be approved by the Certification Specialist or his/her designee(s) prior to the enrollment in courses. Modifications of the program shall be possible with approval.

Policy adopted: January 11, 1977. Amended: November 4, 1991. Amended: September 2, 2003.

Revised:

Board of Education of Washington County