

## **Working Group 2 – 10/16/18 – Discussion Items**

### **Career Lattice**

- Does either the 12k, 14k 16k work?
- Does work for a teacher at 5 yrs? 10 yrs? 20 yrs?
- Are lifetime earnings significantly greater and serve as incentive?
- What is the cost for each of the three options?
- Does this assume a \$5k bump every five years? Yes
- Will it affect if an experienced teacher will wait to pursue NBC to push up their rate?
- Are our assumptions about how many pursue it and how many pass reasonable?
- Administrator Track assumptions for modeling?

### **10% Across the board in first three years**

- Do we need to assure and, if so, how do we ensure that locals will not replace local COLAs with the new money during the first three years?
- Will this keep us comparable to Massachusetts and New Jersey?

### **Outstanding Questions**

- If we have an alternative path for those not successful in early pursuit of NBC, should that be available for recertification, in case people fail recertification of NBC?
- Do we not need another route for those grandfathered and don't choose to pursue NBC?
- While we have discussed the role of Master's degrees, given the feedback from higher education depts., is there anything to reconsider?
- Do we leave 'add-ons' (e.g. for Master's degree) to the LEAs?
- What process should be used to select Lead, Master etc. teachers (revisit language per full Commission)?
- Additional language needed on professional development?
- Additional language needed on teacher evaluation process?