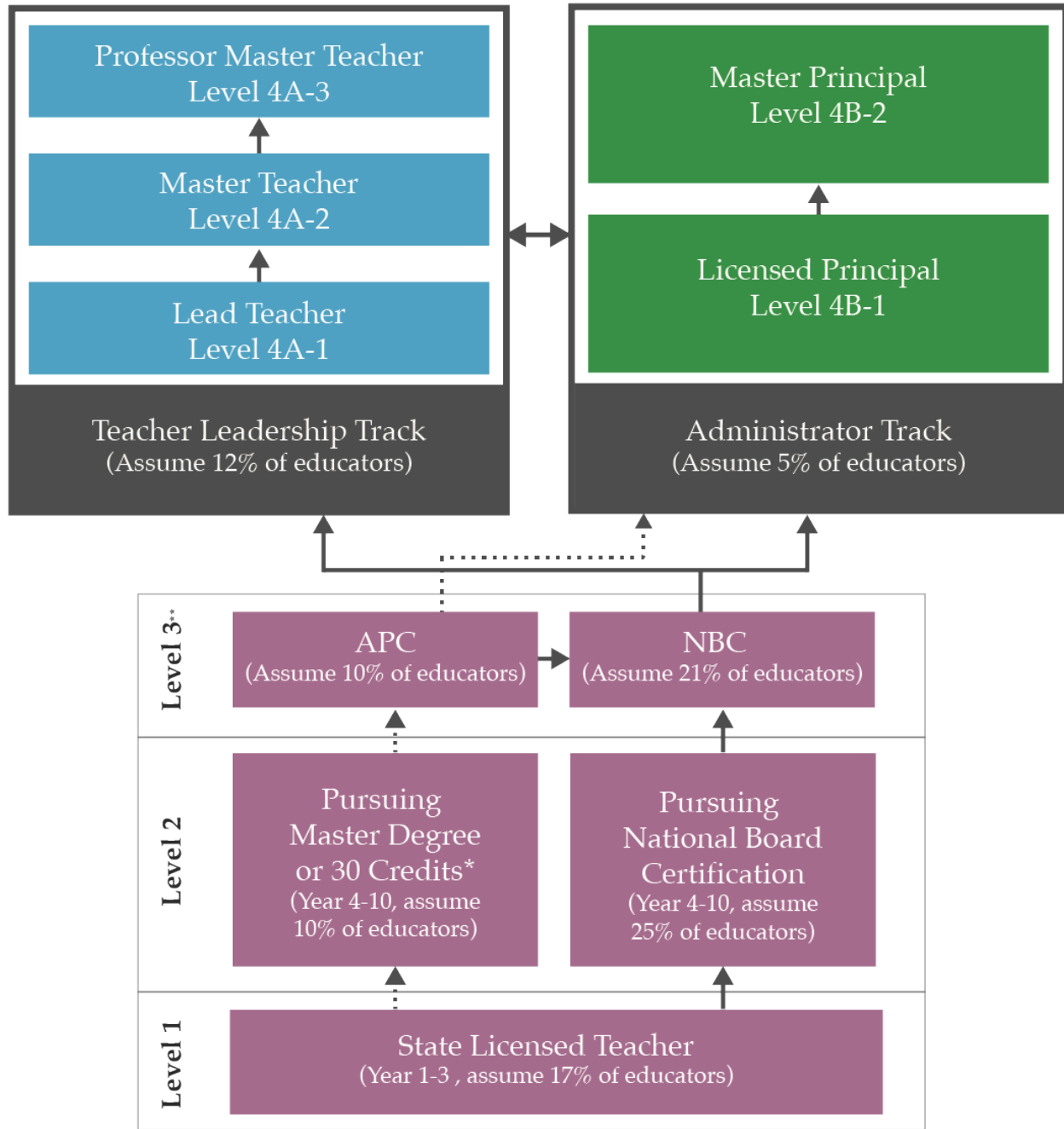


Exhibit 4.6: Maryland Career Ladder for Educators



* 30 Credits in an approved program of study
 ** Educators in Level 3 include Assistant Principals
 Dotted lines are transition plan for existing teachers and administrators.
 Teachers pursuing NBC may also be pursuing a Master's Degree.