



# TEACH in Baltimore City Public Schools

*Make an impact in the classroom and your career...*

BALTIMORE CITY  
PUBLIC SCHOOLS

## Why join Baltimore City Public Schools?



### CITY SCHOOLS AT A GLANCE

#### Student enrollment:

- 83,666 total
- 44,960 students in grades pre-K-5
- 16,960 students in grades 6-8
- 21,746 students in grades 9-12

#### Student demographics:

- 81.8% African American; 7.9% White; 8.2% Hispanic/Latino
- 84% low income
- 4.7% English language learner

#### Schools and programs:

- 181 total
- 1 pre-K/kindergarten school
- 50 elementary schools
- 74 elementary/middle schools
- 8 middle schools
- 16 middle/high schools
- 24 high schools
- 1 elementary/middle/high school
- 7 programs (not schools)

**Budget: \$1.34 billion**

## Baltimore City Public Schools?



Baltimore City Public Schools provides excellence in education for every child at every level by focusing on quality instruction, managing systems efficiently, and sustaining a culture of excellence. Led by Chief Executive Officer, Sonja Brookins Santelises, City Schools is among the country's largest urban school districts with nearly 84,000 students and a budget of \$1.34 billion.

City Schools' portfolio includes schools with distinct academic focuses, a range of grade spans, all-boys and all-girls schools, charter schools—a range of options to meet the needs of every student and the professional interests of every teacher.

Fostering student achievement begins with teachers who are well trained, inspired, passionate, and driven. Our teachers seek opportunities to improve their practice and advance in their careers—and City Schools is ready to provide those opportunities.

TAKE Steps to **STEPS**  
to making an **IMPACT**  
**CLASSROOM** and your  
**CAREER.**

## Opportunities for professional growth

### New teacher summer institute

Dive deep into Baltimore City Public Schools' curriculum and instructional models while collaborating with mentors at your new school.

### New teacher professional learning

Engage in a semester-long professional learning community with peers and content experts.

### Site-based mentoring

Receive school-based support for three years to build on your strengths and work toward your goals. Mentors tailor their supports to meet new teachers' individual needs in a collaborative environment.

### Learn and grow with achievement units

Earn achievement units (AUs) to become more effective in the classroom and to increase your salary.

### Professional advancement

City Schools offers pathways that provide a range of challenges, leadership opportunities, and flexibility as you advance your career.



### Tuition reimbursement program

City Schools will help offset the costs for your advanced study, including work toward a master's or doctoral degree.

## Employee Benefits

City Schools provides one of the most comprehensive benefits packages found in any Maryland school district.

- Health insurance from a selection of major carriers that includes prescriptions, dental, vision, and more
- Retirement and pension plans
- Life insurance
- Long-term disability insurance
- Flexible Spending Account for childcare expenses
- Employee Assistance Plan offering confidential counseling services
- Dependent child tuition waiver [for employees who live outside the city but who want to enroll their children in City Schools]





**Ready to use your skills  
while being supported and  
compensated for your talent?**

**Complete this checklist.**

- 1. Learn more about Baltimore City Public Schools**
  - Explore [www.baltimorecityschools.org](http://www.baltimorecityschools.org)
  - Watch one of almost 500 videos on our Vimeo channel
  - Follow us on Facebook and Twitter to get an inside look at our schools
- 2. Collect your credentials**
  - Most recent résumé
  - College transcripts with degree conferred or MAP statement
  - Praxis test scores (or other state teacher certification exam scores)
  - Three professional references
  - Valid licensure or teaching certificate
  - Official verification of full-time K-12 teaching experience
- 3. Apply online**
  - Visit [www.baltimorecityschools.org/teach](http://www.baltimorecityschools.org/teach) to find opportunities, track your candidacy and join our dynamic team.

**BALTIMORE CITY BOARD  
OF SCHOOL COMMISSIONERS**

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**Baltimore City Public Schools' Notice of Nondiscrimination**

Baltimore City Public Schools does not discriminate on the basis of race, color, ancestry, or natural origin, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability, veteran status, genetic information, or age in its programs and activities and provides equal access to the Boy Scouts of America and other designated youth groups. For inquiries regarding the nondiscrimination policies please contact: Equal Opportunity Manager, Title IX Coordinator and Title IX Compliance, 200 E. North Avenue, Room 208, Baltimore, MD 21202 Phone 410-396-8542 Fax 410-396-2955

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## Baltimore City Public Schools Salary Placement Scale SY19

Standard Pathway	Bachelors	Masters	Professional Pathway	Bachelors w/APC	Masters	PhD
\$48,914	0-1		\$61,109	10-11	6-7	0-1
\$50,381	2-3		\$63,775	12-13	8-9	2-3
\$51,892	4-5	0-1	\$66,442	14-15	10-11	4-5
\$53,450	6-7	2-3	\$69,108	16-17	12-13	6-7
\$55,052	8-9	4-5	\$71,776	18-19	14-15	8-9
	10+ (w/o APC)		\$74,651	20-21	16-17	10-11
			\$77,631	22-23	18-19	12-13
			\$79,200	24-25	20-21	14-15
			\$80,251	>25	>21	>15

\*Please note that the figures above only reflect the base teacher scale.

\*No new teacher will be brought in above Professional interval 9.