

Mission Statement

The creation of a new career ladder for Jewish supplementary schools in the metropolitan Washington Jewish community will do the following:

- ✧ Enhance the professionalism of teaching in Jewish supplementary schools as a career choice
- ✧ Promote retention of teachers
- ✧ Offer teachers an attainable incentive for moving up a recognized career ladder and increase their salaries in the process
- ✧ Promote professional development for teachers
- ✧ Ease intake process for new teachers

Career Ladder for Teachers Proposal
 Long Range Planning Committee
 Principals' Council
 Board of Jewish Education of Greater Washington, DC

Career Ladder

Level	Requirements for Level	Requirements to Advance
1 Aide Corresponds to National License E	<ul style="list-style-type: none"> ◆ High School Student ◆ Adult with no teaching experience acting as aides 	<ul style="list-style-type: none"> ◆ BEI or LEI ◆ College Course in Jewish Studies or Education
2 Beginner/Novice Corresponds to National License D	<ul style="list-style-type: none"> ◆ College Students ◆ Adult with no teaching experience 	<ul style="list-style-type: none"> ◆ Workshops ◆ BJE Professional Day ◆ Self Study ◆ Evaluation
3 Teacher A Corresponds to National License C	<ul style="list-style-type: none"> ◆ Just Teaching (cost of living raise applicable) 	<ul style="list-style-type: none"> ◆ BJE Professional Day ◆ Self Study ◆ Evaluation
4 Teacher B Corresponds to National License B	<ul style="list-style-type: none"> ◆ College Courses in Jewish Studies or Education 	<ul style="list-style-type: none"> ◆ Workshops ◆ BJE Professional Day ◆ Self Study ◆ Evaluation
5 Career Teacher Corresponds to National License A	<ul style="list-style-type: none"> ◆ College Courses in Jewish Studies and Education ◆ Years of Experience 	<ul style="list-style-type: none"> ◆ College Courses in Jewish Studies and Education ◆ Self Study ◆ Evaluation
6 Master Teacher /Mentor Corresponds to National License A	<ul style="list-style-type: none"> ◆ Graduate Courses in Jewish Studies and Education ◆ Years of Experience 	<ul style="list-style-type: none"> ◆ Graduate Courses in Jewish Studies and Education ◆ Self Study ◆ Portfolio

***Suggested Teacher Salary Ladder
Jewish Supplementary Schools of Metropolitan Washington, D.C.
2003-2004***

- ◆ The suggested salary ladder is divided into two categories:
Educational Background and Experience.
- ◆ In each category there are columns.
- ◆ Find the highest level attained in each column and note its corresponding points.
- ◆ Then total the points in each category.
- ◆ Points for Educational Background cannot exceed eleven, for Experience, ten. Official documents must be submitted for verification.
- ◆ Teaching experience points are awarded only at hiring.
- ◆ Thereafter, a teacher is subject to the salary increase policy of the school.
- ◆ Teachers may advance up the career ladder as well - see other scale.

This suggested salary ladder assumes the following:

- ◆ The teaching year is 35 weeks.
- ◆ Attendance at BJE Professional Day is 2 units.
- ◆ Attendance at all staff meetings is required.
- ◆ Teachers will seek professional development beyond school hours.
- ◆ 1 point of professional development is 8 hours.
- ◆ Life experience can count up to 2 points. Life experience includes Israel trips, taking a leadership role in the synagogue or in prayer, working in the Jewish community. The Director of Education has the discretion to determine life experience.
- ◆ Some courses, such as LEI, are considered pre-service. These courses count the hours towards points.
- ◆ Some courses are considered in-service. These courses count the experience towards points.

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Educational Background		Experience	
Jewish Studies	General Studies	Teaching Supplementary or Jewish Schools -USA As of hiring date (2 hr/wk min)	Teaching Public/Private Schools USA &/or Israel AS of hiring date (12 hr/wk min)
		Informal setting 3 years or more (2 points)	
BEI or LEI or 2 college level Jewish Courses (or CJS =) (1 point)	6 college courses (.5 points)	1-3 years (2 points)	1-3 years (1 point)
Morasha or 4 College Courses in Jewish Studies (or CJS =) (2.5 points)	50% B.A. or B.S. (1 point)	4-6 years (4 points)	4-6 years (2 points)
B.A. Jewish Studies or equivalent (CJS=) (5 points)	B.A. or B.S. (2 points)	7-10 years (6 points)	7-10 years (3 points)
50% M.A. Jewish Studies (CJS=) (6.5 points)	4 graduate courses in Education (2 points)	11-15 years (8 points)	11-15 years (4 points)
M.A. Jewish Studies or Jewish Education (8 points) (CJS =)	M.A., M.S., or M. Ed. (3 points)	16 years or more (10 points)	16 years or more (6 points)
M.A.+30. or Ph.D. Jewish Studies or Jewish Education Rabbi (9 points)	Ph.D. or M.A. +30 (4 points) Ph.D Education or Ed.D. (4 points)		

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Computation Sheet

Education Points (maximum 11) _____

Experience Points (maximum 10) _____

Total Points _____

Total Points/Salary Steps: Suggested Salary is quoted for teaching one clock hour per week per year. No teacher should receive less than his/her current salary.

Points	BJE Equivalent	Amount per Hour (35 weeks per year)	Salary Steps
1-2	2(a)Step 2	\$16	\$560
3-4	5(a) Step 5	\$20	\$700
5-6	7(a) Step 7	\$25	\$875
7-8	9(a) Step 12	\$30	\$1050
9-10	11(a)Step 13	\$34	\$1190
11-12	12(a)Step 15	\$38	\$1330
13-14	12(a)Step 18	\$42	\$1470
15-16	12(a)Step 21	\$46	\$1610
17-18	12(a)Step 24	\$50	\$1750
19-20	12(a)Step26+	\$54	1890
21+	12(a)Step 26+	\$58	\$2030

Point level _____ Salary Step _____

Salary Step x Number of Teaching Hours per week =
 \$ _____ x _____ = _____