

HIGHLY QUALIFIED TEACHERS (HQT) REQUIREMENTS and COMPENSATION PLAN

APPROVED by Board Fiscal, Personnel and Administration Committee June 7, 2006 (amended July 20, 2006)

| Type of Certification | Requirements (Degree and Praxis) | Required Yrs of Experience | Renewable Certification | Salary | Classification | Pay Level/Step |
|---------------------------|---|----------------------------|-------------------------|--------------|-----------------------------------|----------------|
| Non-HQT* | For Current Employees prior to August 1, 2006 Only | | | | | |
| | BA/BS or MA/MS Degree or higher, Taken either Praxis I or Praxis II before July 31, 2006. | N/A | NO | \$ 27,911.46 | Classroom Teacher (NHQT I-C) | V/01 |
| | BA/BS or MA/MS Degree or higher, Taken Praxis I and Praxis II before July 31, 2006. | N/A | NO | \$ 28,884.60 | Classroom Teacher (NHQT II-C) | V/02 |
| Non-HQT* | For New Employees beginning August 1, 2006 or later | | | | | |
| | BA/BS or MA/MS Degree or higher, Praxis II Only Certified | N/A | NO | \$ 27,911.46 | Classroom Teacher (NHQT I-N) | V/01 |
| | BA/BS or MA/MS Degree or higher, Praxis II Only Certified and proof of taking Praxis I | N/A | NO | \$ 28,884.60 | Classroom Teacher (NHQT II-N) | V/02 |
| Basic I** (HQT) | For Current Employees prior to August 1, 2006 | | | | | |
| | Basic I CNMI Certificate, BA/BS, Praxis I & II | up to 2 yrs | NO | \$ 30,976.96 | Classroom Teacher (BI/BS or BA) | VI/03 |
| | Basic I CNMI Certificate, MA/MS or higher, Praxis I & II | up to 2 yrs | NO | \$ 33,289.35 | Classroom Teacher (BI/MA or MS) | VIII/03 |
| Basic I** (HQT) | For New Employees Beginning Aug 1, 2006 or later | | | | | |
| - BA/BS Degree | BA/BS, Praxis I & II | 0-4 yrs | NO | \$ 30,976.96 | Classroom Teacher (BI/BS or BA<5) | VI/03 |
| - BA/BS Degree | BA/BS, Praxis I & II | 5+ yrs | NO | \$ 33,289.35 | Classroom Teacher (BI/BS or BA>5) | VI/05 |
| - MA/MS Degree | MA/MS or higher, Praxis I & II | 0-4 yrs | NO | \$ 33,289.35 | Classroom Teacher (BI/MA or MS<5) | VIII/03 |
| - MA/MS Degree | MA/MS or higher, Praxis I & II | 5+ yrs | NO | \$ 35,837.44 | Classroom Teacher (BI/MA or MS>5) | VIII/05 |
| Basic II*** (HQT) | | | | | | |
| - BA/BS Degree | Basic II Certificate, BA/BS + 2yrs experience, Praxis I & II | 2 to 5 yrs | NO | \$ 35,837.44 | Classroom Teacher (BII/BA or BS) | VI/07 |
| - MA/MS Degree | Basic II CNMI Certification, MA/MS or higher, Praxis I & II | up to 2 yrs | NO | \$ 38,646.74 | Classroom Teacher (BII/MA or MS) | VIII/07 |
| Standard (HQT) | | | | | | |
| - BA/BS Degree | Standard Certificate with Endorsement, BA/BS, Praxis I & II | 2 to 5 yrs | YES | \$ 35,837.44 | Classroom Teacher (S/BA or BS<5) | VI/07 |
| | | 6 to 10 yrs | YES | \$ 38,646.74 | Classroom Teacher (S/BA or BS<10) | VI/09 |
| | | 10+ yrs | YES | \$ 43,412.57 | Classroom Teacher (S/BA or BS>10) | VI/12 |
| - MA/MS Degree | Standard Certificate with Endorsement, MA/MS or higher, Praxis I & II | up to 3 yrs | YES | \$ 38,646.74 | Classroom Teacher (S/MA or MS<3) | VIII/07 |
| | | 4 to 6 yrs | YES | \$ 41,745.42 | Classroom Teacher (S/MA or MS<6) | VIII/09 |
| | | 7 to 10 yrs | YES | \$ 45,163.20 | Classroom Teacher (S/MA or MS<10) | VIII/11 |
| Professional (HQT) | | | | | | |
| - MA/MS Degree | Professional Certificate with Endorsement, MA/MS Degree or higher, Praxis I & II | 10+ yrs | YES | \$ 47,001.36 | Classroom Teacher (P/MA or MS) | VIII/12 |

* Non-Highly Qualified Teachers pursuant to PSS and BOE regulations (no proof in passing Praxis exams; however, submitted proof in taking required exams.)

** Formerly Provisional Certificate

*** Formerly Basic Certificate

PLEASE NOTE THE FOLLOWING:

For new employees beginning after August 1, 2006 or later: After two (2) years of consecutive service in PSS, and upon satisfying certification requirements, Employee will be classified under PSS Highly Qualified Teachers (HQT) Requirements and Compensation Plan.

Employee separated from PSS for more than two (2) years will be placed accordingly under *Basic I For New Employees Beginning August 1, 2006 or later*, regardless of valid PSS Certification upon rehire. Employees returning within the two (2) year anniversary date of separation will be placed at the appropriate Certification and Salary level.

Due to budgetary constraints, PSS will no longer implement annual step or within grade increases. Teachers will stay at the salary level set forth in the employment contract for the term of the contract unless the teacher submits proof showing full qualification at a different level. However, PSS will not adjust the salary in the initial two year HQT contract term. Any other change in salaries or Certification Type during a contract term will be completed at the discretion of PSS subject to the availability of funds. PSS will not grant salary increases for partial work on a Master's or Doctorate degree. Teachers, who are currently earning more than the above schedule, will maintain their current salary level if they are PRAXIS I and II qualified. This HQT Salary Schedule is subject to change based upon the availability of funds.

For specific certification requirements, please contact HRO.