

Testimony:

Good evening, my name is Amanda Finnis. I am here to express my concerns about the \$10,000 dollar salary exclusion of NBCT Literacy Teachers and other Unit 1 employees who were excluded from the blueprint. Not only are we not eligible for the \$10,000, but there is a lack of incentive to stay in our positions.

Our role is multifaceted and complex. We are paid the same as other Unit 1 teachers. We plan with teachers, share county initiatives, ensure implementation, analyze data, meet with parents, attend IEP and 504 meetings, coteach, parallel teach, reteach, preteach, model lessons, serve as members of the SIT, Leadership, CDM and MIT Teams. Often we are the test coordinator or back up testing coordinator. We are now universal screeners upholding the Ready to Read Act, testing students in Kindergarten through second grade 3 times a year. This data helps us identify students that are at risk, excelling or maintaining expectations. This data helps us create and teach intervention groups. (Teaching intervention groups is not in our contract but is expected of us.)

We were notified via a letter from HR stating that we were excluded from the salary increase. This was completely upsetting and we thought it must be an oversight. We reached out to HR. HR was not aware that we work with students as it is not in our job description. We are all teaching intervention groups and co-teaching even though this is not part of our contract. We are doing this because it is in the best interest of our students and our administration has expressed this is how they want us to use our time. We jump in and find ways to meet the needs of our students. We are assigned the entire school, we monitor and help all of our students in regards to Language Arts.

Early intervention teachers were hired and they are eligible for the increase. I am familiar with the role of my position and I am familiar with the role of the early interventionist in my building. They have 20 or less students on their caseload. As a reading teacher, I am responsible for over 560 students and their reading paths. This is not equitable and this exclusion is creating friction amongst Unit 1 employees. Please come together, and please find a way to compensate us as literacy teachers, other counties have.. We are about to launch a new reading curriculum, we will be pivotal in helping implement instruction for our students. There is really no monetary incentive for us to stay in this position. It is scary what is to come. We are important! Please help to incentivize our position and add it to your budget to pay us just as other Unit 1 employees.

I hope that AACPS can see past this and right the wrong for us. Year after year, we are the ones forced to do more and more. I feel undervalued and unsupported. Please help us.