

PGCEA Bargaining Platform

Standing Up for Quality Education

Fair Compensation for Highly Trained Educators

A school system succeeds when its educators are treated – and compensated – like the dedicated professionals they are. By increasing base salary, restoring lost “steps,” keeping health care costs reasonable and offering tuition reimbursement to further professional development, Prince George’s County Schools can continue to attract and retain world-class teachers to our community.

Sensible Workload

Educators want to spend more time planning their lessons and teaching their students, and less time on burdensome and unnecessary paperwork. To prepare Prince George’s County students for college and career, teachers need adequate preparation time and instructional support. A more thoughtful and streamlined documentation process should be implemented.

Less Testing and More Learning

Testing can serve an important role, but only when the instruments used provide useful and actionable data. Testing should not take up an inordinate amount of limited instructional time.

Healthy Learning Environment/Safety & Security

Educators and their students thrive in safe and positive school environments. From mental health supports for students and adults to timely maintenance and repair of facilities, we should strive to create a healthy and productive climate in every school. Too often, intimidation of staff by administrators weakens morale and drives educators to leave the school and system. Accountability for aggressive and intimidating behavior by supervisors must be improved.



PGCEA Bargaining Platform

Standing Up for Quality Education



Smaller Class Size

Research has proven time and again that children learn better in classes that are not overcrowded. Creating smaller class sizes across the Prince George's County Public School system is a priority for educators and families. Parents should feel empowered to advocate for changes to class sizes that negatively impact teaching and learning, and school officials should be receptive to that advocacy.

Evaluation

The evaluation of educators should serve as a tool to support and improve their performance and professional learning, and not as an excuse for punishment. The evaluation process should be developed and directed by fellow educators and should be less burdensome and time consuming than the current system.

Student Conduct and Expansion of Restorative Practices

Many of our students bring a significant legacy of trauma and pain with them to school. Suspension rates remain stagnant, and students need – and deserve – a system that is responsive to their social and emotional needs. Educators and parents support stronger community building measures to help prevent behavioral problems before they start and to effectively address them when they occur. We believe Restorative Practices should be implemented county-wide.

Professional Autonomy and Voice

Educators are in the best position to understand how their students learn, and they deserve the trust and respect to employ classroom strategies that work. Educators must be active participants in the development of a curriculum that is designed to create a lifelong love of learning that will serve our students well beyond their graduation. Adequate training and professional development are essential to successful curriculum implementation.



For our **STUDENTS**, for our **COMMUNITIES**, for our **PROFESSION**.

www.pgcea.org