

PGCEA/ Prince George’s County BOE Tentative Agreement
July 1, 2019 – June 30, 2022 Contract

If ratified by the members of PGCEA and the Board of Education this agreement will be in effect from July 1, 2019 to June 30, 2022.

The following language changes, organized around the PGCEA Bargaining Platform, are included in the tentative agreement:

Fair Compensation for Highly Trained Educators:

<p>Article 22.6 Unit I Salary Schedule</p>	<p><u>FY2020</u></p> <ul style="list-style-type: none"> • 1.5% COLA Adjustment to all pay tables effective July 1, 2019. • Step 21 will be added to all pay tables effective July 1, 2019 at a value of 3% above Step 20 • All eligible employees will receive one step increase effective July 1, 2019. • 1 longevity step will be given to employees who are below Step 20 as of June 30, 2019 and were on hand as of June 30, 2009, with no break in service effective July 1, 2019 • A 1% longevity differential will be given to employees who are on Step 20 as of June 30, 2019 and were on hand as of June 30, 2009, with no break in service effective July 1, 2019 <p><u>FY2021</u></p> <ul style="list-style-type: none"> • 2% COLA Adjustment to all pay tables effective July 1, 2020 • All eligible employees will receive one step increase effective July 1, 2020 • One longevity step will be given to employees who are below Step 20 as of June 30, 2020 and were on hand as of June 30, 2010, with no break in service effective July 1, 202 • A 2% longevity differential will be given to employees who are at Step 21 as of June 30, 2020 and were on hand as of June 30, 2010, with no break in service effective July 1, 2020 <p><u>FY2022</u></p> <ul style="list-style-type: none"> • 1% COLA Adjustment to all pay tables effective July 1, 2021 • All eligible employees will receive one step increase effective July 1, 2021 • One longevity step will be given to employees who are below Step 20 as of June 30, 2021 and were on hand as of June 30, 2011, with no break in service effective July 1, 2021 • A 2% longevity differential will be given to employees who are currently at Step 21 as of June 30, 2021 and were on hand as of June 30, 2011, with no break in service effective July 1, 2021 • If additional state/local funding for compensation becomes available, the Board and PGCEA shall reopen negotiations for the purpose of increasing compensation for FY22. <p>All step increases (including longevity steps) earned in FY20, FY21, and FY22 will be reflected in Unit I members’ Oracle accounts.</p>
<p>Article 21.1 A. Tuition Reimbursement</p>	<p>Recommendations from the joint PGCEA/PGCPS Tuition Reimbursement Task Force shall be given primary consideration for changes to the tuition reimbursement program.</p>

Article 21.1. B. Tuition Reimbursement	Funding for the Tuition Reimbursement Program shall be: <ul style="list-style-type: none"> • \$2,000,000 in FY20 • \$2,000,000 in FY21 • \$2,000,000 in FY22
Article 21.3 C. Medical Care Program	Unit I employee premiums and co-pays shall not increase prior to explanation and notification to PGCEA.
Article 21.3 C. Medical Care Program	Plan design changes to insurance benefits will not be instituted without discussion for consideration from PGCEA to the Board of Education.
Article 22.2 H. Placement of Unit I Members on the Salary Schedule	Outside applicants will be hired at a maximum entry level of Step 10 on the salary scale unless the PGCPs Chief of Human Resources determines the needs of the school system and critical need dictates otherwise. The PGCEA Executive Director will be informed of these cases annually on October 1 and February 1.

Sensible Workload:

Article 6.2 C 1. Planning Time	<p>The Labor Management Relations Committee will meet and discuss the scheduling of planning time for secondary classroom Unit I members and jointly identify solutions that will be submitted to the Chief Executive Officer and President of PGCEA.</p> <p>A Joint Committee composed of elementary PGCEA members and other stakeholders will meet to explore ways to provide more elementary planning time during the work day. Recommendations from the joint PGCEA/PGCPS Joint Elementary Planning Time Committee shall be used as a foundation by the administration for consideration to provide additional elementary planning time for Unit I members. Recommendations shall be completed by January 1, 2020.</p>
Article 6.2 E. Work Day (Lunch and Recess Duty)	School Administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable duty schedule for all staff members for lunch, recess, and other required duties overseeing the student population. Should an unscheduled emergency require that a Unit I member not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated \$20 for that period. This entitlement does not include days where the school system has a delayed opening or early dismissal.
Article 7 L. Teacher Assignment (Special Ed.)	<p>Special Education teachers will be released from teaching and other duties at least five (5) days per school year to work on paperwork/IEP compliance at their work location. These days will be scheduled through agreement between the teacher and principal with no more than two (2) occurring in any one quarter. Teacher requests for the placement of these days will not be unreasonably denied. Substitutes shall be provided to cover any teaching or co-teaching assignments.</p> <ol style="list-style-type: none"> 1. Agreed upon release time shall be in addition to any other school district provided leave or preparation time. 2. To the extent possible, employees shall have access to computers, printers, software and all other appropriate materials necessary to complete IEP's.
Article 12 D. 8. Academic Freedom	Recommendations from the joint PGCEA/PGCPS Lesson Planning Work Group shall be used as a foundation by the administration for consideration of language to determine a comprehensive approach to lesson planning. Recommendations shall be completed by January 1, 2020.

Article 23.11 a. Athletic Directors and Coaches	Athletic Directors and coaches with less than 1500 students will be provided six (6) days of professional leave annually. Athletic Directors and coaches with more than 1500 students will be provided ten (10) days of professional leave annually. Use of leave days require prior approval of the school administration but shall not be unreasonably denied. Leave can be taken in hourly increments. The allotment will be available throughout the duration of this agreement.
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Less Testing and More Learning:

Article 20.1 Testing and Survey Dates	Testing and Survey Dates PGCPS will publish testing and survey calendar dates and windows of all state and district mandated tests and surveys, as well as required ELL testing, by September 15 of each school year of this agreement. The published testing information will include the number of minutes required for each district/state test. This testing information will be shared through appropriate communication venues used by the school system.
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Healthy Learning Environment/Safety and Security:

Article 4.2 H. Exchange of Communications	PGCEA shall be provided a quarterly report by school, of Unit I position transfers, resignations, retirements and terminations.
Article 13 H. Employee Rights	Following fifteen (15) duty days Unit I members can request a written update to a submitted maintenance request form. Response from the administration should be provided within three (3) duty days.
Article 13 I. Employee Rights	PGCPS will continue to provide training, policies and administrative procedures to promote atmospheres where unit I members are not subjected to harassment, hostility, humiliation, and bullying.
Article 14 A. 14. Educator Facilities, Equipment and Supplies	Schools/work sites in need of mold, air and/or water quality testing and remediation shall be discussed at Labor -Management Meetings between PGCEA leadership and the Administration.
Article 14.D Educator Facilities, Equipment and Supplies	Whenever possible PGCPS will avoid using temporary classrooms at regional schools serving students with profound/significant physical disabilities or at Early Childhood Centers for classrooms.

Smaller Class Size:

Article 6.2 D. 3. Substituting	When a Unit I member assigned to a co-taught class is absent and no substitute teacher is available the remaining co-teacher shall be compensated \$18 per each student instructional hour.
Article 7 E. Teacher Assignment	The administration and representatives of PGCEA will meet to collaboratively work on recommendations to improve the services to students in co-taught classrooms while seeking to address the concerns of educators in these settings. Recommendations shall be made by January 1, 2020.
Article 20.5 Class Size and Case Load	A. PGCPS and PGCEA will form a joint task force to establish a mutually agreed upon measure of class size. Recommendations for appropriate teacher to student ratios

	<p>across PGCPS will be established. Ratios will not rely on increasing or exempting specialists (such as music, art and PE teachers) from appropriate ratios. (4/24/19)</p> <p>B. PGCPS and PGCEA will form a joint task force to make recommendation for appropriate case load ratios for school counselors, psychologists, speech language pathologists, therapists, pupil personnel workers and social workers.</p> <p>C. Both task forces will begin their work in September of 2019 and report back to PGCEA and PGCPS by March 1, 2020.</p> <p>D. Assignment Equalization language (Article 20.4) will be updated and clarified for the 2020-21 school year based on recommendation of the joint task force on class size</p> <p>E. Both task forces will begin their work in September of 2019 and report back to PGCEA and PGCPS by March 1, 2020. (5/22/19)</p> <p>Assignment Equalization language (Article 20.4) will be updated and clarified for the 2020-21 school year based on recommendation of the joint task force on class size.</p>
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Evaluation:

Article 9 G. Unit 1 Member Evaluation and Rating	Unit I teacher evaluations will be based on rating of professional practice for 70% and 30% based on student growth.
Article 9 H. Unit 1 Member Evaluation and Rating	Student perception surveys will not be used in teacher evaluations. (4/24/19)
Article 9 I. Unit 1 Member Evaluation and Rating	Work Group of PGCEA and administration representatives will collaborate to recommend appropriate changes to ensure Unit I members' evaluations will not be based on the performance of students they do not teach. Recommendations will be in line with state requirement and made prior to September 1, 2019.
Article 9 J. Unit I Member Evaluation and Rating	High school teacher evaluations will not include SAT scores.
Article 9 K. Unit I Member Evaluation and Rating	Formal observations and evaluations of Unit I members shall only be done by administrators who have been certified in the PGCPS Evaluation System. Informal observations done by other Unit I members shall not be used in evaluations.

Student Conduct and Expansion of Restorative Practices:

Article 24 B. School Quality and Improvement	The administration will continue to support the effort to implement Restorative Practices in newly selected schools. The readiness survey will be administered in selected schools by the administration and FAC with support from the PGCPS Restorative Practices Coordinator to determine faculty support for becoming a Restorative Practice School. Schools where a minimum of 75% of staff is in support of the school transitioning to a Restorative Practice School will receive consideration of selection for the subsequent school year.
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Article 24 C. School Quality and Improvement	In schools transitioning to Restorative Practices, the district will provide principals with training and support to facilitate effective planning and implementation.
Article 24 D. School Quality and Improvement	The Restorative Practices Coordinator will receive a compensatory emolument for his/her service. Unit I members will have the first opportunity to apply for the position
Article 24 E. School Quality and Improvement	Administrators and staff at Restorative Practices schools will receive designated training, including approved systemic financial support, to successfully implement the program throughout the school.

Professional Autonomy and Voice:

Article 6.1 A. 2. Work Year	During the duration of this agreement two (2) full duty days preceding the first student day and one (1) duty day at the end of the school year shall be scheduled by the principal exclusively for Unit I members to work in their classrooms or other assigned work location independently to prepare for the opening and closing of the school year. If adjustments to the PGCPs Calendar result in only one non-instructional day remaining at the end of the year, that day will be scheduled for Unit I members to work in their classrooms while also completing the required checkout procedures for their school/work location.
Article 6.2 D. Work Day	<p>Collaborative Planning</p> <ol style="list-style-type: none"> 1. Any non-instructional time labeled as collaborative planning shall not be counted towards required minimum Planning Time as described in Article 6.2 C. 2. The administration and Representatives selected by PGCEA will meet to provide recommended expectations for collaborative planning sessions that focus solely on instructional improvements. Recommendations will be made by January 1, 2020.