

**PGCEA Bargaining Proposals
March 31, 2022**

Fair Compensation

Article 6.2 K.

Extended Duty Day Compensation:

~~The Labor Management Committee shall meet to determine methods of compensation/ accommodations for Unit I members working extended duty hours for Outdoor Education, Field Trips, and related activities performed outside of the work day.~~

1. Unit I personnel assigned to outdoor/camp centers may take one and one-half days off in between the groups attending camp.
2. Unit I members assigned to overnight activities shall be paid three hundred dollars (\$300) per night in additional compensation.
3. Participation in overnight activities shall be voluntary, unless they are a part of the regular assigned duties for their position as noted in the job description. Unless it is required by their job description, Unit I members will not be penalized for declining overnight stay or extended duty day activities.
4. If feasible, Unit I personnel may choose the option to flex workday/hours for extended duty day assignments in lieu of the additional compensation.

17 L. 6.

b. Sickness in Family

A Unit I member with one or more years of service in Prince George's County ~~who does not earn annual leave may use up to the maximum of their annual allotment of accumulated~~ may use up to 60 days of their accumulated sick leave for serious illness of members of the family residing permanently in the household. The Unit I member will certify in writing that such a serious illness exists. Exceptions to the residence requirement will be made by the Chief Human Resources Officer.

19 – SICK LEAVE BANK

Unit I member's Sick Leave Bank was established effective July 1, 1978. All Unit I members on active duty with the Prince George's County Public Schools are eligible to participate in the Sick Leave Bank.

1. ~~A Unit I member newly employed will be eligible to join the Sick Leave Bank six (6) months following his/her first day on duty and must submit the application within thirty (30) days of the first day of eligibility. Unit I members who elected not to join the Sick Leave Bank upon first becoming eligible have a six month waiting period after joining the Sick Leave Bank before becoming eligible to use the Sick Leave Bank.~~ Effective July 1, 2022, all new Unit I employees shall be automatically enrolled in the Sick Leave Bank with a donation of two and one-half (2.5) days. All new Unit I employees will be provided with a copy of the Sick Leave Bank Rules and Procedures and the SLB "Opt Out" form. A new member must submit the Opt Out form to the SLB Committee within sixty (60) days of their hire to cancel their membership for their initial year and receive a refund of their initial contributions. Membership in the bank begins six months after their first duty day. Participation is voluntary but requires contribution to the Sick Leave Bank. Only contributors will be permitted to use the Sick Leave Bank for payment for qualifying incapacitating personal illness during regularly scheduled duty days. New Unit I members who opt out of participation in the Sick Leave Bank their first year of hire will be allowed to join in subsequent years during the open enrollment period.

15. Non-PGCEA members will be charged an administrative fee of two hundred dollars (\$200.00) for each sick leave bank request processed.

21.1 TUITION REIMBURSEMENT

- A. Recommendations from the joint PGCEA/PGCPS Tuition Reimbursement Task Force shall be given primary consideration for changes to the tuition reimbursement program. **The Tuition Reimbursement Task force will develop a pre-approval process for tuition reimbursement by January 1, 2023. The agreed upon pre-approval process shall go into effect July 1, 2023.**
- B. ~~Funding for the Tuition Reimbursement Program shall be-~~
1. ~~\$2,000,000 in FY20-~~
 2. ~~\$2,000,000 in FY21-~~
 3. ~~\$2,000,000 in FY22~~
- C. Unit members shall be reimbursed up to ~~\$411~~ **\$600** per **pre-approved** credit for up to nine (9) credits per contract year. Reimbursements ~~will be established on a first come, first served basis subject to budgeted allocations and~~ shall apply to the following:
1. Any course to maintain a valid teaching certificate.
 2. Any advanced degree or certification in the unit members' field, current assignment, or a future certification.
 3. An advanced degree in education.
 4. An area of special need to the school system.
 5. Any courses taken for professional growth and contribution to the school system.
 6. **Preapproval of courses will not be required until the start of the 2023-2024 school year.**

Application for reimbursement will be accepted three times throughout the fiscal year. Only **pre-approved** courses completed during the specified dates will be accepted during the appropriate submission dates. Requests received prior to the designated beginning date will be ~~automatically denied~~ **returned to the Unit member for resubmission at the appropriate time.** Any funds remaining at the end of the third submission/disbursement period will be divided equally for disbursement to applicants originally denied during the first and second periods based on first come first served basis so long as the applications were submitted prior to the original deadlines.

21.3 C.

Employee premiums and co-pays shall not increase for the duration of this agreement.

21.3. D

Plan design changes to insurance benefits will not be instituted without discussion ~~for consideration from PGCEA to the Board of Education~~ **and agreement between PGCEA and the Board. Both sides shall consider recommendations from the Insurance Council related to any plan changes.**

21.12 INSURANCE ~~COMMITTEE~~ **COUNCIL**

~~The Board of Education agrees to maintain an Insurance Committee to consist of representatives of the Chief Executive Officer; Prince George's County Educators' Association; Association of Classified Employees/ American Federation of State, County and Municipal Employees, Local 2250; Service Employees International Union, Local 400 PG. and labor organizations designated as the exclusive representatives for other segments of Board of Education employees. The purpose of such an Insurance Committee shall be to review information and confer on issues as may arise, from time to time, in the~~

~~implementation of the various Board of Education insurance programs, and to recommend possible changes in their implementation.~~

A joint PGCPs/Labor Partners insurance council shall study and make recommendations concerning the following, but not limited to, health insurance benefit design and cost for active and retired employees, dental insurance design and cost, life insurance, 403(b) and 457(b) programs.

- B. The Insurance Council shall be made up of representatives of the Chief Executive Officer and representatives of each of the labor unions. PGCEA members shall be appointed by the President of PGCEA.
- C. The Insurance Council shall meet monthly September through May of each school year to discuss, study, and report on suggestions pertaining to the employee benefits plans and costs. Minutes of such meetings shall be available to all members of the council.
- D. Association representatives on the insurance council shall be released from work duties for meetings of the insurance council without loss of salary whenever it is jointly decided to hold such meetings during the school day.
- E. The tasks of the insurance council should be focused on:
 - 1. Making recommendations for plan design and rate setting with the assistance of a consultant.
 - 2. Making recommendations on the insurance fund reserve.
 - 3. Making recommendations on the PGCPs budget mark for funding employee benefits.
 - 4. Hearing member appeals.
 - 5. Evaluating insurance vendor bids.
 - 6. Reviewing monthly financial reports.
 - 7. Participating in benefit bid reviews with the assistance of a consultant.
- F. The insurance council shall establish and appoint subcommittees as needed to address the following:
 - 1. Benefit coverage appeals.
 - 2. 403(b) and 457(b) Tax Sheltered Plans.
 - 3. OPEB funding/cost containment.
 - 4. Ad Hoc committees to address council initiatives.
- G. The specific insurance coverages shall be listed in the employee benefit plan description booklet, which will be updated at the conclusion of negotiations. The coverages shall not be modified, except with a written notice of thirty (30) days in advance of the proposed changes to the ACE- AFSCME Local 2250, ASASP, PGCEA and SEIU 400. Approval by both the Board and represented unions will be required prior to implementation.
- H. The Board shall exercise all its rights under the third-party contracts with insurance providers to assure that all specifications are met by these providers.

21.15 NATIONAL CERTIFICATIONS

Unit I member who has successfully completed and attained NBPTS certifications shall receive:

- A. A differential of ~~\$3,000~~ **\$13,000** per year for each year the Unit I member maintains their NBPTS certification.
- B. The Board of Education shall reimburse the Unit I member for up to one (1) retake of the NBPTS application fee (~~\$300~~).
- C. A Unit I member who has a valid NBPTS certification that elects to teach in Turnaround Schools, Comprehensive Need Schools, and other low-performing schools as jointly identified by PGCEA and PGCPs shall receive an additional ~~\$2,000~~ **\$9,000** per year from the district for teaching in the

identified category of schools. Any Unit I member currently assigned to one of the aforementioned schools with a valid NBPTS certification shall be eligible for the additional ~~\$2,000~~ **\$9,000** effective July 1, 2014 **2022**.

- D. Unit I members who have attained other national subject or discipline certifications where NBPTS certification does not apply, ~~as approved by the Chief Executive Officer~~ shall receive:
- ~~1. A one time lump sum payment of \$1,000.~~
 2. A differential of ~~\$2,000~~ **\$10,000** per year for each year the other applicable national certificate remains in good standing. All differentials under Article 21.15 shall be pension eligible.

Article 22. H.

~~Outside applicants will be hired at a maximum entry level of Step 10 on the salary scale unless the PGCPs Chief Human Resources Officer 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.~~

All Unit I members hired after January 1, 2022, and starting work on or after July 1, 2022, will be placed on the same step as existing PGCPs Unit members with similar years of experience and education. A salary placement matrix, developed jointly by PGCPs and PGCEA, will be included in the salary scale section of the contract.

PGCPs OFFERED LANGUAGE ON THIS ARTICLE 3/15/22 – PGCEA COUNTER ON 3/31/22

22.6 UNIT I SALARY SCHEDULE

FY2020 Salary Changes

- ~~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.~~
- ~~One 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.~~

FY2021

- ~~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, 2020~~
- ~~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.~~

FY2022 Salary Changes

- ~~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.~~

~~All step increases (including longevity steps) earned in FY20, FY21, and FY22 will be reflected in Unit I members' Oracle accounts.~~

- A. All eligible employees will receive one step increase effective July 1 of each year of this agreement.
- B. A 10% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2022.
A 7% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2023.
A 7% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2024.

24 F. COMMUNITY SCHOOLS

- 1. Community Schools shall include a joint decision-making body inclusive of administration, certificated educators and other staff, parents, secondary students, and community members. PGCPs and PGCEA shall establish a task force to meet during the 2022-23 school year to research options and make recommendations on the scope of responsibility and structure of this joint governance body. The task force shall research existing Community School models, including Los Angeles Unified School District Leadership Councils and Chicago Public Schools Local School Councils. The Task Force shall include Unit I members appointed by the PGCEA President, PGCPs members appointed by the CEO, representative of other PGCEA labor partners, parents whose children currently attend a PGCPs Community School, representatives of community groups and students.
- 2. A joint governance structure shall be implemented in all Community Schools at the start of the 2023-2024 school year.

24 G. CAREER LADDER AND PEER ASSISTANCE AND REVIEW PROGRAM

In keeping with provisions in the Blueprint for Maryland's Future PGCPs and PGCEA shall work collaboratively to develop changes to the PGCPs evaluation system connected to implementation of a Career Ladder. These changes shall incorporate the five core propositions of the National Board for Professional Teaching Standards, include a mutually developed and managed Peer Assistance and Review Program, define the system's expectations for an evaluator's level of skill and knowledge and include a calibrated method to measure and to provide personalized feedback aligned with the teacher's strengths, needs, and professional learning context.

PGCEA and PGCPs will collaborate to design and implement a Peer Assistance and Review program that will be jointly governed and managed by the parties via a PAR Panel made up of PGCEA and PGCPs members.

This collaborative work shall begin at the start of the 2022-2023 school year with implementation dates for the PAR program and the career ladder adhering to the timeframe of the Blueprint for Maryland's Future. All provisions of the Career Ladder and the Peer Assistance and Review program model will be codified by PGCEA and PGCPs in a Memorandum of Understanding and/or addendum to the negotiated agreement.