| **Article & Topic** | **PGCPS Proposals March 15, 2022** | **PGCEA Response March 31, 2022** |
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| **ARTICLE 17 P. Return from Extended Leaves of Absence** | Unit I Members returning from authorized leave will be placed in active pay status upon the first day they are eligible to return to work as long as they provided written notice of their return to work date to the Division of Human Resources at least ten (10) workdays prior to such return-to-work date. Return to work must be approved by Absence Management. ~~"Upon placement~~~~in active pay status, if no permanent assignment is available,~~~~Unit I members may be assigned to perform substitute teaching~~~~duties until such an assignment becomes available. In placing~~~~Unit I members in such temporary substitute assignments,~~~~Human Resources shall consider proximity to place of residence~~~~and make every effort to avoid day to day assignments to~~~~different locations. Unit I members will not receive formal annual~~~~evaluations while performing such temporary substitute teaching~~~~duties but will be subject to normal performance monitoring. Unit~~~~I members who have not provided written notice at least ten (10)~~~~work days prior to their planned return to work date will, if they~~~~have been approved by Absence Management for return to work,~~~~be entitled to be placed in active pay status upon the eleventh~~~~(11th) work day after such notice was provided; however, such~~~~unit members may volunteer to perform substitute teaching duties~~~~during this 10-day period and will be paid their regular rate of~~~~pay if a substitute position is offered to them during this period~~ “Upon placement in active pay status, if no permanent assignment is available in their area of certification, Unit I members will be assigned to their current school location as an over hire until a permanent assignment in the area of certification becomes available. Unit I members will be placed in the first available permanent assignment in their area of certification for the remainder of that duty year. | “Upon placement in active pay status, if no permanent assignment is available in their area of certification, Unit I members will be assigned to their current school/work location or department as an over hire until a permanent assignment in the area of certification becomes available. |
| **ARTICLE 22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE****(Replace 22.2 B., C., D., E., and F. with bullets)**  | 1. Salary Grades
* Bachelor’s Degree
* Bachelor’s Degree Plus 30 ~~At least fifteen (15) hours of the course work must be listed in a graduate school catalogue or be certified by the registrar as graduate level. With prior approval of the Chief Human Resources Officer, a maximum of fifteen (15) hours of state approved workshop and/or undergraduate course credit may be counted toward the bachelor’s degree plus 30 hours scale.~~
* Bachelor’s Degree Plus 45 hours and Master’s Degree
* Master’s Degree Plus 30
* Master’s Degree Plus 60
* Doctorate
1. ~~Approved course work that is not part of the requirements~~~~for the master’s degree may be counted toward the master’s~~~~degree plus 30 hours’ scale and master’s degree plus 60 hours’~~~~scale. le.~~~~2. Courses must be selected from those listed in the graduate~~~~school catalogue except as noted below.~~~~3. After placement on the master’s salary scale and with prior~~~~approval of the Chief Human Resources Officer, a maximum~~~~of fifteen (15) semester hours of state-approved workshop~~~~credit and/or undergraduate credit may be accepted.~~ A minimum of fifteen (15) hours of the course work must be graduate level or be certified by the registrar as graduate level. A maximum of fifteen (15) hours of undergraduate course credit (taken while employed) with PGCPS and/or state approved workshop may be counted toward salary advancement.
2. Approved course work that is not part of the requirements for the master’s degree may be counted toward the master’s degree plus 30 and master’s degree plus 60 hours’ scale.
 | **Tentative Agreement** |
| 1. Outside applicants will be hired based on established administrative procedures. ~~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~~.
 | 1. Outside applicants will be hired based on established administrative procedures. 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. Unit I members who started work between July 1, 2018 and June 30, 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 for this purpose.
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| 1. General Information Regarding All Salary Schedules
2. Courses in religion, ~~or~~ religious education, ~~may not be counted for salary purposes unless they are recognized~~ and courses or degrees not recognized by the State of Maryland for certification and related to a school assignment may not be counted for salary purposes.
3. Progression on the salary schedule is determined by the Unit I members’ anniversary date or the date of advancement to a higher training certification level. Unit I members employed prior to January 1 of the prior school year shall receive their initial step increase on July 1 of the following school year. Unit I members employed between January 1 and June 30 of the prior school year shall receive their initial step increase on February 1 of the school year following their initial hire. In succeeding years, they will receive step increases on July 1
4. ~~Advancement on the salary schedule for a~~ A Unit I member holding a Conditional ~~Degree~~ Certificate is ~~contingent upon meeting the requirements of State Board of Education by presenting a minimum of six (6) semester hours toward regular certification during each year.~~ Paid on a Bachelor’s salary and is not eligible for a grade salary advancement through educational attainment until a professional certificate is obtained.
5. ~~A Unit I member holding either the bachelor’s degree or an advanced degree in a field other than education may request that graduate courses related to that Unit I member’s assignment be recognized for advanced standing on the salary schedule, provided that the individual holds at least an Advanced Professional Certificate in the field in which such individual is teaching.~~
6. ~~A Professional Growth~~ An electronic Salary Lane Change Request or Credit Count Request form must be submitted at the time the Unit I member qualifies for placement on the new lane on the salary scale. ~~Retroactive payment for a Unit I member will not~~ ~~be granted beyond the beginning of the current school year.~~ Retroactive wages will be issued effective at the start of the pay period inwhich the documents were received by the Department of Human Resources.
 | **PGCEA seeks clarification on C. 3. and C. 5.**  |
| **ARTICLE 23.6 COMPENSATORY EMOLUMENT PROGRAM** | 1. Purpose

It is the purpose of the compensatory emoluments program in the Prince George’s County Public Schools to provide ~~instruction in a wide variety of activities for as many students in the elementary and secondary schools as can be accommodated. It is not to be a program only for school teams which participate in sports but it is also intended to provide activities in recreational and cultural programs approved by the Chief Executive Officer.~~ compensation for Unit I educators serving as club and/or service sponsors. | **Need more time to respond on emoluments and differentials** |
| Consider removing the Enrichment Activity and Service Activity designations listed on the Compensation Scale (addendum to Negotiated Agreement) and have just one school-based activity emolument. Change to "School Based Activity" with a compensation amount of $894.22 (average of current compensation amounts for both activities - no budget impact) |  |
| **ARTICLE 23.7 MENTOR TEACHER** | Unit I members designated through written correspondence by the Division of Human Resources as Mentor Teachers, in addition to their normal teaching assignment, will receive a stipend of $500.00 per teacher mentored during the school year. Assignment, training, and responsibilities will be coordinated through the Office of Professional Learning and Leadership. Payroll procedures shall be in compliance with established emolument payroll procedures | Unit I members designated through written correspondence by the Division of Human Resources as Mentor Teachers, in addition to their normal teaching assignment, will receive a stipend of ~~$500.00~~ $1,000.00 per teacher mentored during the school year. Assignment, training, and responsibilities will be coordinated through the Office of Professional Learning and Leadership. Payroll procedures shall be in compliance with established emolument payroll procedures |
| **ARTICLE 23.8 PAYMENT FOR ADDITIONAL ASSIGNMENT AND SPECIAL PROGRAMS** | 1. Unit I members that receive compensation for a stipend, bonus, grant or emolument shall be paid in a separate paycheck and not as part of the Unit I members’ regular bi-weekly pay.
2. These activities cannot interfere with regular full time responsibilities. If these additional activities are at the current school assigned/work location, there must be a clear stop time for the regular duties and a clearly outlined start time for the additional assignments and special programs duties; They must not overlap.
 | **Decline new language, retain current language.** |