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| **January 20 Proposals – PGCEA**  |
| **Topic** | **Notes** |
| Article 1.3 (Communications in Writing) | TA |
| Article 1.8 (Labor/Management Committee) | TA |
| Article 2.7 (Contract Employees) | TA |
| Article 4.3 (PGCEA Leave) | TA |
| Article 3 12. (Telework Definition) | Withdraw Proposal |
| Article 6.1 A. 1. (End of Quarter) | TA-finalize language |
| Article 6.1 A. 4. (Floating PD Day) | Counter Proposal |
| Article 6.1 A. 6 (School Counselors) | TA |
| Article 6.1 A. 7. (PPWs) | Counter Proposal |
| Article 6.1 A. 8. (School Psychologists) | Counter Proposal |
| Article 6.1 A. 9. (Athletic Directors) | TA |
| Article 6.2 A. 1. (Length of Workday) | TA |
| Article 6.2 B. (Lunch Period) | TA |
| Article 6.2 C. 1. (Half-days) | Counter Proposal |
| Article 6.2 C. 2. a. (Secondary Planning) | Hold to Original Proposal |
| Article 6.2 C. 2. b. (Elementary Planning) | Counter Proposal |
| Article 6.2 C. 2. c. (Disruption to Planning) | Withdraw Proposal |
| Article 6.2 C. d. (Specials Transition) | TA |
| Article 6.2 C. e. (Test Administration) | Counter Proposal |
| Article 6.2 D. (Collaborative Planning) | Hold to Proposal |
| Article 6.2 E. 1. (Substitute Pay) | Hold to Counter |
| Article 6.2 E. 2. (Substitute Pay) | Hold to Counter |
| Article 6.2 E. 3. (Sub Pay-Co-teacher) | Hold to Counter |
| Article 6.2 E. 4 (Sub Pay-Planning) | Hold to Counter |
| Article 6.2 F. 1. (Sub Pay for Non-classroom educators) | TA |
| Article 6.2 F. 2. (Sub Pay for Extra Case Load)  | Hold to Counter |
| Article 6.2 F. 3. (Sub Pay for Extra Case Load) | Hold to Counter |
| Article 6.2 G. (Pay for Duties) | Hold to Counter |
| Article 6.2 J. (Telework for Emergency Closure) | TA |
| Article 6.2 M. (Adjusted Work Schedule) | TA |
| Article 7. A (Secondary Preps) | Hold to Counter |
| Article 7 B. (Tentative Assignments | TA |
| Article 7 E. (Co-taught Classes) | TA |
| Article 7 G. (Obtaining Substitutes) | TA |
| Article 7 M. (SPED Release Days) | TA |
| Article 8. E. (Mandatory Meetings) | Hold to Counter |
| Article 8 F. (Back to School Events) | Proposal Withdrawn |
| Article 8 G. (Taking Attendance) | TA |
| Article 20. C. (Changes to Curriculum) | Counter Proposal |
| Article 23.11 (AD/Coaches Leave) | TA |

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| **February 8 Proposals - PGCEA** |
| **Topic** | **Notes** |
| Article 4.5 (FAC) | TA |
| Article 6.1 B. (Calendar Committee) | TA |
| Article 8 H. (Student Attendance) | Counter Proposal |
| Article 8 I. (Communicating Grades) | Counter Proposal |
| Article 9 A. (Formal Observations) | TA |
| Article 9 B. (Observations/Evaluations) | TA |
| Article 9 E. (Observation Process) | TA |
| Article 9 G. (Probationary Teacher Observations) | Hold |
| Article 9 J. (Professional Practice/Student Growth Split) | Withdrawn |
| Article 9 L. (Evaluations by PGCPS admin only) | TA |
| Article 9 N. (Unit I Evaluation Workgroup) | TA |
| Article 12 D. 1. (Academic Freedom) | Withdrawn |
| Article 12 D. 5. (Grade Changes) | Withdrawn  |
| Article 12 D. 6 (System Wide Late Grade Amnesties) | Hold |
| Article 12 D. 8 (Grade Submission Schedule) | TA |
| Article 12 D. 9. (Lesson Planning) | Counter Proposal |
| Article 15 C. (Classroom Management - FAC) | TA |
| Article 20.3 (Sharing of APs with PGCEA) | TA |
| Article 24 A. (Instructional Review) | TA |
| Article 24 B. (Blueprint Committee) | TA |
| Article 24 C. (Special Education Committee) | TA |

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| **February 17 Proposals - PGCEA** |
| Article 8 J. (Limit to District Created Assessments) | Hold |
| Article 20.1 A. (Testing Calendar) | TA |
| Article 20.1 B (Less Testing/More Learning Act) | TA |
| Article 20.1 C. (Kindergarten Testing-Subs) | TA |
| Article 20.1 D (Testing Schedules-FAC) | Counter Proposal |
| Article 20.1 E. (Less Testing Committee) | TA |
| Article 20.2 (Limit of Quarterly Assessments) | Hold |
| Article 24 D. (Implementation of Restorative Practices) | Withdrawn |
| Article 24 E. (Training for Restorative Practices) | Hold |
| Article 24 F. (Restorative Practices Coordinator) | Hold |

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| **February 17 Proposals – PGCPS**  |
| Article 1.1 (Duration of Agreement) |  |
| Article 2.5 (Prohibitive Discrimination) | Hold |
| Article 4.3 (PGCEA Leave) | Withdrawn |
| Article 5 C. (Grievance Step 3) | TA |
| Article 5 C. (Grievance Step 4) | TA |
| Article 6.1 A. 4. (New Teacher Pre-service) | TA |
| Article 7 C. 3. (Out of Area Teachers) | TA |
| Article 10.1 A. 3. (Posting of Vacancies | TA |
| Article 10.2 A. (Criteria for Voluntary Transfers) | TA |
| Article 10.2 B. (Procedures for Voluntary Transfers) | TA |
| Article 10.3 A. (Procedures for Involuntary Transfers) | TA |
| Article 10.3 C. &D (Involuntary Transfers) | Counter Proposal/Question |
| Article 10.3 I. (PGCEA Role in Administrative Transfer) | TA |

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| **March 15 Proposals - PGCEA** |
| Article 4.5 (Release Days for PGCEA VP) | Withdraw Proposal |
| Article 4.7 (MOU in Case of Distance/Hybrid Learning) | Hold |
| Article 13 I. (Bullying Procedures) | Hold |
| Article 13 J. (Accommodations Requests) | Ask for Counter |
| Article 13 K. (Entering Non-PGCPS Facilities | Counter Proposal |
| Article 14 A. (Facilities and Supplies) | Counter Proposal |
| Article 14 D. (Worksite Health and Safety Committee) | TA |
| Article 14 E. (Temporary Classrooms at ECC and Regional Schools) | Withdraw |
| Article 14 F. (Refusal to Work in Unsafe Conditions) | Withdraw |
| Article 14 G. (Cleaning of Facilities | Waiting for PGCPS Response |
| Article 14 H. (Hand Sanitizer Stations) | Hold |
|   | Withdrawn |
| Article 14 J (Ventilation Systems | Waiting for PGCPS Response  |
| Article 14 K (Computer Replacement) | TA |
| Article 16.2 (Reimbursement for Damages) | TA |
| Article 20.4 (Assignment Equalization) | Waiting for Additional Information |
| Article 20.7 A. (Secondary Class Size) | Withdrawn |
| Article 20.7 B. (Elementary Class Size) | Withdrawn |
| Article 20.7 C. (Addressing Large Classes) | Waiting for Additional Information |
| Article 20.7 D (Caseload Ratios | Withdrawn |

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| **March 15 Proposals – PGCPS**  |
| Article 17 P. (Return form Authorized Leave)  | TA  |
| Article 22.2 A. (Salary Grades)  | TA  |
| Article 22.2 B. (Placement of Outside Applicants)  | TA  |
| Article 22.2 C. (General Salary Scale Information)  | TA  |
| Article 22.2 D. (Placement of Outside Applicants) | TA |
| Article 23 (Improvement to Differential Scale)  | TA  |
| Article 23.6 A (Emolument Purpose)  | TA  |
| Article 23.6 C. (Inability to Complete Emolument)  | Hold to Proposal  |
| Article 23.6 (Emolument Schedule)  | TA  |
| Article 23.7 (Mentor Teacher)  | TA  |
| Article 23.8 (Special School Assignments)  | Withdraw Proposal  |
| Article 23.8 (Additional Assignments)  | Decline, retain current language  |

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| **March 31 Proposals - PGCEA** |
| Article 6.2 L. (Extended Duty Day)  | Counter Proposal  |
| Article 17 L. 6. (Sickness in Family)  | Waiting for PGCPS reasoning for limiting use of accrued sick leave when on FMLA for sick family member.  |
| Article 19 (Sick Leave Bank)  | Hold to Proposal  |
| Article 21.1(Tuition Reimbursement)  | Hold to Counter with one Change  |
| Article 21.3 C. (Employee Premiums)  | Linked to Insurance Council  |
| Article 21.3 D (Insurance Changes)  | Linked to Insurance Council  |
| Article 21.12 (Insurance Council)  | Hold to Proposal ask for Counter  |
| Article 21.15 (National Certifications)  | Accept A, B, & C/Counter on D  |
| Article 22.6 A. (Salary Scales-Steps)  | TA  |
| Article 22.6 B (Salary Scales-COLAs)  | Counter Proposal  |
| Article 24 F. (Community Schools)  | Hold and Ask for Counter  |
| Article 24 G. (Career Ladder & PAR)  | Withdraw Proposal  |