



PGCEA/PGCPS Bargaining Tracker

Fair Compensation for Highly Trained Educators Proposals

Article	Proposal	Agreement
Article 6 WORK YEAR/WORKDAY	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>6.2 WORKDAY</p> <p>L. EXTENDED OVER NIGHT DUTY DAY COMPENSATION</p> <p>1. Unit I members assigned and completing overnight activities with students at Camp Schmidt, and Hard Bargain Farm, North Bay, or other school sponsored overnight programs or trips, shall be paid two hundred dollars per night in additional compensation, up to a maximum of two five nights, if the assignment is not a part of the member's regularly assigned duties for the position as noted in the position description.</p> <p><u>PGCPS Response 4/22/2025</u> HOLD – Pending further review</p> <p><u>PGCEA Response 4/29/25</u> Waiting for response from PGCPS</p>	
Article 11 PERSONNEL EMPLOYMENT	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>11.3 Separation of Employment</p> <p>C. 2.All Unit I members who notify the Human Resources Division by April 1 May 1 if non-tenured and July 15 if tenured, of their intent to vacate his/her position for next school year will be provided with an effective date of July 1, or, in the case of tenured Unit members resigning between July 1 and July 15, the date of notification, and will have their health insurance continued until August 31 of the same year.</p> <p><u>PGCPS Response 4/22/2025</u></p> <p>11.3 Separation of Employment</p> <p>C. 2.All Unit I members who notify the Human Resources Division by April 1 May 1 if non-tenured and July 15 if tenured, of their intent to vacate his/her position for next school year will be provided with an effective date of July 1, or, in the case of tenured Unit members resigning between July 1 and July 15, the date of notification, and will have their health insurance continued until August 31 of the same year.</p> <p>Unit I members who submit the notification of intent to vacate their position for the next school year must use the identified effective date. Voluntary resignation dates entered through</p>	

	<p>Oracle Self-Service that indicate the Unit I member's intent to end employment prior to the end of the school year will be processed accordingly.</p> <p><u>PGCEA Response 4/29/2025</u> Explain Counter</p>	
<p>Article 17 AUTHORIZED LEAVE WITH PAY</p>	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>D. Court Appearance and Jury Duty</p> <ol style="list-style-type: none"> 1. A Unit I member shall be entitled to up to two days of paid leave in any school year if subpoenaed as a witness in a court proceeding where the subpoenaed Unit I member is expected to testify on a matter pertaining to a present or former pupil of such Unit I member, or as a witness to or victim of a violent crime. If a ten or eleven-month Unit I member is subpoenaed on a matter pertaining to a present or former pupil on one or two days the Unit I member is not scheduled to work, the Unit I member will be paid for the one or two additional days at that Unit I member's per diem rate. 2. Any witness fees received for a court appearance must be endorsed over to the Board of Education and forwarded to the Payroll Office. 3. When a Unit I member is drawn summoned for jury duty, the Unit I member shall receive full pay provided a written statement is furnished showing time served and expenses received from the Court. 4. If a Unit I member appears as a witness for the Board of Education with or without a subpoena, no deduction shall be made from salary. If the Unit I member appears as a witness for the Board of Education on days they are not scheduled to work, the Unit I member will be paid at their per diem rate. <p>E. Bereavement Leave</p> <ol style="list-style-type: none"> 1. On the death of a child, step-child, parent, step-parent, parent-in-law, grandparent, grand-parent of spouse, legal guardian, grandchild, brother, sister, husband, wife, son-in-law, daughter-in-law, brother-in-law, sister-in-law, qualified domestic partner, or anyone who has lived regularly in the household of the unit member, such unit member shall be allowed four (4) five (5) work days of absence from school work without loss of salary. One of the four (4) days must be the day of the observance, except when it is held on a weekend or a holiday. 2. On the death of an aunt, uncle, niece, or nephew, Unit I members shall be allowed two three (3) workdays of absence from work without loss of salary. Proof of death and/or relationship may be required if, in the opinion of the immediate supervisor, the Unit I member has abused the privilege. 3. Any exceptions to the above may be made by applying to the Chief Human Resources Officer whose decision shall be final. <p>F. Military Leave</p> <ol style="list-style-type: none"> 1. A full-time Unit I member who is a member of the National Guard or the Reserve components of the Armed 	

	<p>Forces of the United States in order to meet an active duty commitment will be allowed military leave with full pay less the amount paid for such duty not to exceed fifteen (15) duty days; such leave may be granted only during a period the individual is required to be on duty.</p> <ol style="list-style-type: none"> 2. Leave shall be granted for both short-term mandatory commitments as well as prolonged deployments. 3. Military duty shall include all military service obligations, including but not limited to drills, training exercises and other short term mandatory commitments. Military Service obligations where Unit members have limited or short-term notice from the National Guard of Reserve shall be processed through an expedited process. <p>H. Personal Leave</p> <p>Unit I members employed on other than twelve-month contracts may be absent from duty without loss of pay up to four days during any school year. A request for personal leave should be entered into the appropriate time management system at least one (1) day prior to the intended absence. No specific reason for such personal leave shall be required or solicited except as noted in item 2 and item 4 below. In case of emergency, the appropriate school official shall be notified prior to the beginning of the duty day of intended absence. Rules regarding personal leave are as follows:</p> <ol style="list-style-type: none"> 1. Notification of intended use of personal leave shall be made in the appropriate time management system 2. Leave immediately before or after a holiday, emergency makeup, vacation or staff development day(s) may be requested for reason and must have final approval from the Chief Human Resources Officer. Such leave requests must be received by the Office of the Chief Human Resources Officer at least two weeks ten (10) business days in advance. Unless officially notified of the Chief Human Resources Officer's decision no later than five (5) days after receipt of the leave request, the requested leave will be approved. 3. No personal leave will be granted on staff development days or on PARCC MCAP and MSA/HSA SAT testing days impacting the school, except as approved in writing from the Chief Human Resources Officer/designee. 4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing from by the Chief Human Resources Officer. Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university. <p>I. Professional Growth Leave</p> <p>Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization recognized by the district. This leave is in addition to</p>	
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professional development days identified on the PGCPs Calendar. By special request, additional days may be granted by the Chief Executive Officer or designee and will not be unreasonably denied.

K. **Selective Service** Leave

Absence from duty by a Unit I member for the purpose of Selective Service examination shall be an authorized leave with pay. Anything over one (1) day shall be deducted from sick leave.

- Q. The Board of Education and the Prince George's County Educators' Association recognize that the nature of the jobs performed by members of the unit is such that work beyond the customary 37.5-hour work week is often required. The Board further recognizes that professional staff will exercise professional judgment in determining when the needs of the school system permit them flexibility to attend to personal business of relatively brief duration of up to two (2) hours during normal working hours without using leave for those absences from the work site. Principals/supervisors will receive prior notice of such absences to maintain school/worksite stability and employee accountability. The parties further recognize that unit members will not abuse these rights and the Board, at the appropriate supervisory level, retains the rights to deny such rights to any unit member whose pattern of absences from work appears inconsistent with the performance of their duties.

PGCPS Response 4/22/25

D. Court Appearance and Jury Duty

1. A Unit I member shall be entitled to ~~up to two days of paid leave in any school year~~ if subpoenaed as a witness in a court proceeding where the subpoenaed Unit I member is expected to testify on a matter pertaining to a present or former pupil of such Unit I member, or as a witness to or victim of a violent crime. If a ten or eleven-month Unit I member is subpoenaed on a matter pertaining to a present or former pupil on ~~one or two~~ days the Unit I member is not scheduled to work, the Unit I member will be paid ~~for the one or two additional days~~ at that Unit I member's per diem rate.
2. Any witness fees received for a court appearance must be endorsed ~~over~~ to the Board of Education and forwarded to the Payroll Office.
3. When a Unit I member is ~~drawn~~ **summoned** for jury duty, the Unit I member shall receive full pay provided a written statement is furnished showing time served and expenses received from the Court.
4. If a Unit I member appears as a witness for the Board of Education with or without a subpoena, no deduction shall be made from salary. **If the Unit I member appears as a witness for the Board of Education on days they are not scheduled to work, the Unit I member will be paid at their per diem hourly rate for actual time spent in the hearing.**

E. Bereavement Leave

1. On the death of a child, stepchild, parent, step-parent, parent-in-law, grandparent, grandparent of spouse, legal guardian, grandchild, brother, sister, husband, wife, son-in-law, daughter-in-law, brother-in-law, sister-in-law, qualified domestic partner, or anyone who has recently lived regularly in the household of the Unit I member, such Unit I member shall be allowed ~~four (4) five (5)~~ four (4) work days of absence from work without loss of salary. The bereavement leave days do not have to be consecutive. ~~One of the four (4) days must be the day of the funeral or interment.~~ Proof of death and/or relationship may be required if there are reasons to suspect that the Unit I member has abused the privilege.
2. On the death of an aunt, uncle, niece, or nephew, Unit I members shall be allowed ~~two three (3)~~ two (2) workdays of absence from work without loss of salary. The bereavement leave days do not have to be consecutive. Proof of death and/or relationship may be required if, ~~in the opinion of the immediate supervisor,~~ there are reasons to suspect the Unit I member has abused the privilege.

F. Military Leave

1. A full-time Unit I member who is a member of the National Guard or the Reserve components of the Armed Forces of the United States in order to meet an active duty commitment will be allowed military leave with full pay less the amount paid for such duty not to exceed fifteen (15) duty days; such leave may be granted only during a period the individual is required to be on duty. Military leave and benefits will be provided consistent with the Board's administrative procedure, federal, state, and local law and this Agreement. Any change in federal, state, local law, regulation or procedure which provide greater military leave benefits shall, after consultation with PGCEA be made applicable to employees covered by this section.
Any Unit I member included in the category above who is called upon to serve a longer period of time not during an emergency shall be entitled to a leave of absence without pay.
Those who are called to short-term duty under the authority of a State Governor or the Mayor of Washington, D.C., during an emergency, shall be entitled to leave of absence with full pay less the amount paid for such duty for such time while actually serving under such active duty orders in addition to the fifteen-day period specified above.
Where the Unit I member involved has the option of when to take training and unless it will jeopardize that person's reserve standing, the person will take the fifteen (15) days at such time that it will not interfere with the instruction of children. Exception to the above will require a letter from that Unit I member's immediate military commanding officer and approval by the Chief Human Resources Officer.

2. Any Unit I members who is drafted for military service may request leave without pay for the period of obligated service. Upon completion of military service, the employee will be entitled to be restored to the job formerly held or one of a similar class if available. However, restoration must be requested within ninety (90) days of receipt of the honorable discharge. In addition, the Unit I member must be physically and mentally capable of performing the work required. When the obligated service is completed and the employee is returned to the former classification, that employee shall be entitled to all the annual salary increments for which eligible if employment had been continuous.
3. **Paid Military Leave shall be granted for both short-term mandatory commitments as well as prolonged deployments, not to exceed fifteen (15) days within a school year. Any additional time needed will be considered leave without pay.**
4. **Military duty shall include all military service obligations, including but not limited to drills, training exercises and other short term mandatory commitments. Military Service obligations where Unit members have limited or short-term notice from the National Guard of Reserve shall be processed through an expedited process.**

H. Personal Leave

Unit I members ~~who are not employed on other than a twelve-month contract may be absent from duty without loss of pay~~ **take up to four paid days off per during any school year.** A request for personal leave should be entered ~~into the~~ appropriate time management system at least one (1) day prior to the intended absence. No specific reason for such personal leave shall be required or solicited except as noted in item 2 and item 4 below. In case of emergency, the appropriate school official shall be notified prior to the beginning of the duty day of intended absence. Rules regarding personal leave are as follows:

1. Notification of intended use of personal leave shall be made in the appropriate time management system
2. Leave immediately before or after a holiday, emergency makeup, vacation or staff development day(s) may be requested for reason and must have final approval from the ~~Area Associate Superintendent Chief Human Resources Officer~~. Such leave request must be received by the ~~Area Office of the Associate Superintendent Chief Human Resources Officer~~ at least ~~two weeks~~ **ten (10) business days** in advance. Unless officially notified of the ~~Chief Human Resources Officer's~~ **Area Associate Superintendent's** decision no later than five (5) **business** days after receipt of the leave request, the requested leave will be approved.
3. No personal leave will be granted on staff development days or on ~~PARCC MCAP and MSA/SAT~~ **HSA** testing days **impacting the school**, except as approved in writing ~~from by the Area Associate Superintendent Chief Human Resources Officer/designee.~~

4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing ~~from~~ **by** the **Area Associate Superintendent/designee** ~~Chief Human Resources Officer~~. Consideration for approval will be confined to those applications wherein this time is essential for summer school **attendance** as certified by the registrar of any regularly recognized college or university.

The Area Office has more knowledge of school-based considerations, greater access to IDs and Principals, and is better equipped to determine if the leave should be approved.

- I. Professional Growth Leave
Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization recognized by the district. **This leave is in addition to professional development days identified on the PGCPs Calendar.** By special request, additional days may be granted by the ~~Chief Executive Officer or designee~~ **Area Associate Superintendent** and will not be unreasonably denied.

TA as revised

Article 17 K. TA

Article 17 Q HOLD – further discussion on implementation if this proposal were to be accepted.

Currently, Unit I unit members are provided compensation for some tasks that extend beyond the duty day (i.e., emoluments, workshop pay, etc.). If this proposal is accepted, what is the consideration for implementation? For example, how would the tasks beyond the duty day be tracked and monitored?

PGCEA Response 4/29/2025

17 D. Agree with PGCPs Counter of 4/22/25 – TA

- E. Bereavement Leave
1. On the death of a child, stepchild, parent, step-parent, parent-in-law, grandparent, grandparent of spouse, legal guardian, grandchild, brother, sister, husband, wife, son-in-law, daughter-in-law, brother-in-law, sister-in-law, qualified domestic partner, or anyone who has **recently** lived regularly in the household of the Unit I member, such Unit I member shall be allowed ~~four (4)~~ **five (5)** ~~four (4)~~ **five (5)** work days of absence from work without loss of salary. ~~The bereavement leave days do not have to be consecutive. One of the four (4) days must be the day of the funeral or interment. Proof of death and/or relationship may be required if there are reasons to suspect that the Unit I member has abused the privilege.~~
 2. On the death of an aunt, uncle, niece, or nephew, Unit I members shall be allowed ~~two~~ **three (3)** ~~two (2)~~ **three (3)**

	<p>workdays of absence from work without loss of salary. The bereavement leave days do not have to be consecutive. Proof of death and/or relationship may be required if in the opinion of the immediate supervisor, the Chief of Human Resources determines there are reasons to suspect the Unit I member has abused the privilege.</p> <p>17 F. Military Leave – Agree with PGCPS Counter of 4/22/25 – TA</p> <p>H. Personal Leave Unit I members who are not employed on other than a twelve-month contract may be absent from duty without loss of pay take up to four paid days off per during any school year. A request for personal leave should be entered into the appropriate time management system at least one (1) day prior to the intended absence. No specific reason for such personal leave shall be required or solicited except as noted in item 2 and item 4 below. In case of emergency, the appropriate school official shall be notified prior to the beginning of the duty day of intended absence. Rules regarding personal leave are as follows:</p> <ol style="list-style-type: none"> 1. Notification of intended use of personal leave shall be made in the appropriate time management system 2. Leave immediately before or after a holiday, emergency makeup, vacation or staff development day(s) may be requested for reason and must have final approval from the Area Associate Superintendent Chief Human Resources Officer. Such leave request must be received by the Area Office of the Associate Superintendent Chief Human Resources Officer at least two weeks ten (10) business days in advance. Unless officially notified of the Chief Human Resources Officer's Area Associate Superintendent's decision no later than five (5) business days after receipt of the leave request, the requested leave will be approved. 3. No personal leave will be granted on staff development days or on PARCC MCAP and MSA/SAT HSA testing days impacting the school, except as approved in writing from by the Area Associate Superintendent Chief Human Resources Officer/designee. 4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing from by the Area Associate Superintendent/designee Chief Human Resources Officer. Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university. <p>17 I. Professional Growth Leave – TA 17 K Selected Service Leave – TA 17 Q. Hold for further discussion</p>	
<p>Article 21 FRINGE BENEFITS</p>	<p>21.1 TUITION REIMBURSEMENT</p>	

B. ~~Funding for the Tuition Reimbursement Program shall be:~~

1. ~~\$4,000,000 in FY 23-~~
2. ~~\$4,000,000 in FY 24-~~
3. ~~\$4,000,000 in FY 25-~~

C. Unit members shall be reimbursed up to \$550 per 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 **including undergraduate or graduate foreign language classes.**
6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPs.

21.10 DISPOSITION OF UNUSED LEAVE

A. Retirement

Upon retirement in Prince George's County, a Unit I members shall receive payment for ~~three-tenths~~ **one-half** of his/her unused sick leave, ~~not to exceed full pay for up to a maximum of 80 days for a ten-month Unit I member, 86 days for an eleven-month Unit I members, 92 days for a twelve-month Unit I members or for 25 days of accumulated annual leave, whichever is greater.~~ A Unit I member retiring on disability would be eligible for such payment after five years of service in Prince George's County. **Any unused personal leave shall be counted as sick leave at the time of retirement.** A Unit I member would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment.

C. Death of a Unit I Member

Upon the death of a Unit I member who is actively employed with the Board of Education at the time of his/her death, and who has been employed with the Board of Education for more than six (6) months, all earned annual leave remaining unused or ~~up to three-tenths~~ **one-half** of the Unit I member's unused sick leave ~~not to exceed full pay for up to a maximum of 65 days for a ten-month Unit I members, 71 days for an eleven-month Unit I members and 77 days for a twelve-month Unit I members,~~ whichever is greater, shall be paid to the estate of the deceased Unit I member. **Any unused personal leave shall be counted as sick leave at the time of death. This payment shall be based upon the salary at the time of death.**

21.12 INSURANCE COUNCIL

A. A joint PGCPs/Labor Partners Insurance Council shall review school system employee healthcare data and make

	<p>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.</p> <p>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.</p> <p>C. The Insurance Council will be co-chaired by a PGCPs and PGCEA Labor Group member. The Labor Group co-chair will be chosen by the labor group members of the council for a one-year term. The co-chairs shall be responsible for creating the agenda for all meetings and will alternate chairing council meetings.</p> <p>D. The Insurance Council shall meet bi-monthly September, November, January, March, and May of each school year to discuss, study, and report on suggestions pertaining to the employee benefits plans and costs. Additional meetings shall be held at the request of either PGCPs or the labor groups. Minutes of such meetings shall be available to all members of the council. Association reps on the insurance council shall be entitled to organizational leave as outlined in the negotiated agreement released from their normal work duties for meetings of the insurance council without loss of salary whenever it is jointly decided to hold such meetings during their workday.</p> <p>E. The tasks of the insurance council shall be focused on</p> <ol style="list-style-type: none"> 1. Making recommendations for plan design and rate setting with the assistance of a consultant. All members of the council will be provided with the necessary financial data to make these decisions, but individual information of plan participants shall not be shared with the council. 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. <p>F. The insurance council shall establish and appoint subcommittees as needed to address the following:</p> <ol style="list-style-type: none"> 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. <p>21.15 NATIONAL CERTIFICATIONS</p> <p>A Unit I member who has successfully completed and attained NBPTS certifications shall receive:</p>	
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	<p>A. Unit I employees who qualify based upon Maryland State Department of Education’s standards of definitions of “Teacher,” “Certified,” “Primarily Responsible and Accountable,” “Working Time,” “Teaching Time” and “Percent of Time Teaching” shall receive a salary increase of \$13,000 annually effective July 1, 2022, through June 30, 2025.</p> <p>B. The Board of Education shall reimburse the Unit I member for up to one (1) of the NBPTS application and/or testing fee up to \$450.</p> <p>C. Unit I employees who qualify in Section 21.15 A above, and who are assigned and serve in schools identified as “Low Performing Schools,” will receive an additional \$9,000 annually while serving in such identified schools effective July 1, 2022, through June 30, 2025.</p> <p>D. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in additional salary.</p> <p>E. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.</p> <p>F. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000.</p> <p>G. Unit I employees who have attained NBPTS or national certifications/licenses in other subjects or disciplines who DO NOT meet the standards specified in Section 21.15 A above shall receive a salary increase of \$4,000 \$13,000 annually effective July 1, 2022 through June 30, 2025.</p> <p>21.16 CAREER LADDER IMPLEMENTATION</p> <p>A. A joint PGCPs-PGCEA Career Ladder Development Board shall be maintained throughout the duration of this contract.</p> <ol style="list-style-type: none"> PGCPs and PGCEA shall each appoint one joint co-chair to the Board. The Board shall have eight (8) appointed members; with four (4) members appointed by PGCEA and four (4) members appointed by PGCPs. Each PGCEA member shall serve a three-year term. The Board will issue joint recommendations to the respective bargaining teams of PGCEA and PGCPs for consideration in negotiations for a successor agreement to this contract. The Board shall review and make decisions for candidates moving from level three to level four of the Career Ladder. <p>B. Emoluments as described in Article 23.6 shall not be affected by the Career Ladder.</p> <p>C. Structure of the Career Ladder</p>	
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1. Level 1
 - a. Unit I members on level 1 of the Career Ladder will stay on the negotiated pay scale.
 - b. All Unit I members are eligible for advancement on the Career Ladder
2. Level 2
 - a. Unit I members on level 2 of the Career Ladder will stay on the negotiated pay scale.
 - b. Movement to level 3 is obtained once a teacher obtains NBCT or a master's degree if there is no NBC area defined by the Maryland Accountability and Implementation Board/State.
3. Level 3
 - a. Unit I members on Level 3 will stay on the negotiated NBC pay scales.
 - b. Maintenance compensation will be based on the minimum requirements of national board certification as stated in the law.
 - c. All level 2 benefits will be provided at level 3.

PGCPS Response 4/22/2025

21.1 TUITION REIMBURSEMENT

Recommendations from the joint PGCEA/PGCPS Tuition Reimbursement Task Force shall be given primary consideration for changes to the tuition reimbursement program.

- A. Funding for the Tuition Reimbursement Program shall be **\$4,000,000 unless otherwise agreed upon through the work of the Tuition Reimbursement Task Force.:**

- ~~1. \$4,000,000 in FY 23~~
- ~~2. \$4,000,000 in FY 24~~
- ~~3. \$4,000,000 in FY 25~~

- a. Unit members shall be reimbursed up to \$550 per 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 **including undergraduate or graduate foreign language classes.**
6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPS.

Application for reimbursement will be accepted three times throughout the fiscal year. Only 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

	<p>denied. 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.</p> <p>The timeline for submission will be determined by the joint PCGEA-PGCPS Tuition Reimbursement Rebursement Taskforce.</p> <p>The Board of Education shall continue to use its best efforts to provide workshops whereby a Unit 1 member can receive credit toward an Advanced Professional Certificate. PGCEA may submit to the Board of Education requests for PGCEA to conduct specified workshops for state approved credit. The request must include a detailed content description of what will be offered. If approved by the Board of Education and the State Board of Education, the workshop will be offered. If approved, the workshop will be offered, provided that there is no cost to the Board of Education.</p> <p>B. From time to time, the Board of Education may offer to Unit I Members particular training or certification program (e.g. Reading Recovery, Montessori etc.) at no out of pocket cost to the Unit I Member. When those opportunities are offered, the Board of Education may, in consultation with PGCEA, require that participating Unit I members reimburse the Board of Education for expenses paid for the program, in the event said member fails to successfully complete the program or fails to remain an employee of PGCPS for the period of time after completing the program as specified by the Board of Education in its announcement of the program. In the event that If a Unit I member becomes obligated to reimburse the Board of Education for such expenses, the Board of Education is authorized to deduct the amount due from the Unit I member's payroll check(s) on a prorated basis and after the Unit I member has been notified of such deduction. PGCEA will receive prior notification about any programs established under this section and will have input into the reimbursement parameters.</p> <p>21.10 DISPOSITION OF UNUSED LEAVE Reject – maintain the current NA language because of the fiscal note required for this proposal.</p> <p>21.12 INSURANCE COUNCIL Reject – Hold to the current NA language. Recommendations for changes to the Insurance Council should be proposed in collaboration with PGCPS and the Labor Partners, not in isolation.</p> <p>21.15 NATIONAL CERTIFICATIONS TA – Note this agreement is contingent upon full funding from MSDE for the MOC.</p>	
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21.2 CAREER LADDER IMPLEMENTATION

HOLD – pending further review

PGCEA Response 4/29/2025

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.
- B. Funding for the Tuition Reimbursement Program shall be \$4,000,000 each fiscal year unless otherwise agreed upon through the work of the Tuition Reimbursement Task Force.
1. ~~\$4,000,000 in FY 23~~
 2. ~~\$4,000,000 in FY 24~~
 3. ~~\$4,000,000 in FY 25~~
- C. Unit members shall be reimbursed up to \$550 per 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 including undergraduate or graduate foreign language classes.
 6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPS.

Application for reimbursement will be accepted three times throughout the fiscal year. Only 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. 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.

The timeline for submission will be determined by the joint PCGEA-PGCPS Tuition **Reimbursement** ~~Rebursement~~ Taskforce.

The Board of Education shall continue to use its best efforts to provide workshops whereby a Unit 1 member can receive credit toward an Advanced Professional Certificate. PGCEA may submit to the Board of Education requests for PGCEA to conduct specified workshops for state approved credit. The request must include a detailed content description of what will be offered. If approved by the Board of Education and the State Board of Education,

the workshop will be offered. ~~If approved, the workshop will be offered,~~ provided that there is no cost to the Board of Education.

- D. From time to time, the Board of Education may offer to Unit I Members particular training or certification program (e.g. Reading Recovery, Montessori etc.) at no out of pocket cost to the Unit I Member. When those opportunities are offered, the Board of Education may, in consultation with PGCEA, require that participating Unit I members reimburse the Board of Education for expenses paid for the program, in the event said member fails to successfully complete the program or fails to remain an employee of PGCPs for the period of time after completing the program as specified by the Board of Education in its announcement of the program. ~~In the event that~~ If a Unit I member becomes obligated to reimburse the Board of Education for such expenses, the Board of Education is authorized to deduct the amount due from the Unit I member's payroll check(s) on a prorated basis and after the Unit I member has been notified of such deduction. PGCEA will receive prior notification about any programs established under this section and will have input into the reimbursement parameters.

21.10 DISPOSITION OF UNUSED LEAVE

A. Retirement

Upon retirement in Prince George's County, a Unit I members shall receive payment for ~~three tenths~~ **one-half four tenths** of his/her unused sick leave, ~~not to exceed full pay for up to a maximum of 80 days for a ten-month Unit I member, 86 days for an eleven-month Unit I members, 92 days for a twelve-month Unit I members or for 25 days of accumulated annual leave, whichever is greater.~~ A Unit I member retiring on disability would be eligible for such payment after five years of service in Prince George's County. **Any unused personal leave shall be counted as sick leave at the time of retirement.** A Unit I member would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment.

C. Death of a Unit I Member

Upon the death of a Unit I member who is actively employed with the Board of Education at the time of his/her death, and who has been employed with the Board of Education for more than six (6) months, all earned annual leave remaining unused or ~~up to three tenths~~ **one-half four tenths** of the Unit I member's unused sick leave ~~not to exceed full pay for up to a maximum of 65 days for a ten-month Unit I members, 71 days for an eleven-month Unit I members and 77 days for a twelve-month Unit I members,~~ whichever is greater, shall be paid to the estate of the deceased Unit I member. **Any unused personal leave shall be counted as sick leave at the time of death. This payment shall be based upon the salary at the time of death.**

	<p>21.12 INSURANCE COUNCIL PGCEA holds to 4/1/25 Proposal</p> <p>21.15 NATIONAL CERTIFICATIONS TA A., B., C., D., E., & F. G. PGCEA holds to proposal of 4/1/25</p> <p>21.16 CAREER LADDER IMPLEMENTATION Waiting for response from PGCPs</p>	
<p>Article 22 SALARY</p>	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>22.1 PAY PERIOD Unit I members will be paid every two (2) weeks. All Unit I employees hired after July 1, 2014, shall be paid on the 10-month, 11-month, or 12-month payment schedule dependent on their work year, but all 10-month Unit I members shall have the option of being placed on the twelve-month pay option.</p> <p>*Revised language of 4/4/2025</p> <p>22.2 PLACEMENT OF UNIT 1 MEMBERS ON THE SALARY SCHEUDLE Placement of Unit I members on the salary schedule is based upon verified prior appropriate employment experience. Exceptions to this policy may be approved by the Chief Executive Officer in the employment of trades and industry teachers and educators in other designated critical subject areas.</p> <p>A. SALARY GRADES</p> <ul style="list-style-type: none"> • Bachelor's Degree • Bachelor's Degree Plus 30 • Bachelor's Degree Plus 45 hours or Master's Degree/Equivalent • Master's Degree/Masters Equivalent Plus 30 • Master's Degree/Masters Equivalent Plus 60 • Doctorate <ol style="list-style-type: none"> 1. A master's equivalency is earned by completing 30 semester hours (hrs) of post-baccalaureate graduate credit in a graduate degree program from a regionally accredited college/university. 2. A minimum of fifteen (15) hours of the course work must 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. 3. 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. <p>22.6 UNIT I SALARY SCHEDULE</p> <p>FY 23 FY 26 –FY 28 Salary Changes</p>	

- A. All eligible employees will receive one step increase effective July 1 of each year of this agreement.
- B. A ~~6%~~ **10%** Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, ~~2022~~ **2025**.
- C. A ~~4%~~ **9%** Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, ~~2023~~ **2026**.
- D. A ~~3%~~ **8%** Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, ~~2024~~ **2027**.
- E. A 1% differential for eligible employees at the top of their grade for ~~FY 2023, FY2024, and FY 2025~~ **FY2026, FY2027, and FY2028**.
- F. ~~All permanent employees for PG CPS as of June 1, 2022, who are still permanent employees as of September 16, 2022, will receive a \$1,000 one time retention bonus. This payment will be made by separate payment not later than October 21, 2022~~

PG CPS Response 4/22/2025

22.1 PAY PERIOD

Unit I members will be paid every two (2) weeks. All Unit I employees ~~hired after July 1, 2014,~~ shall **be paid on the 10-month, 11-month, or 12-month payment schedule dependent on their work year, but all 10-month and 11-month** Unit I members shall have **the option of being placed** on the twelve-month pay option.

22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE

Placement of Unit I members on the salary schedule is based upon verified prior appropriate employment experience. Exceptions to this policy may be approved by the Chief Executive Officer in the employment of trades and industry teachers and educators in other designated critical subject areas.

A. SALARY GRADES

- **Bachelor's Degree**
- Bachelor's Degree Plus 30 **semester hours**
- **Bachelor's Degree Plus 45 semester hours or Master's Degree/Master's Equivalent**
- **Master's Degree/Master's Equivalent Plus 30 semester hours**
- **Master's Degree/Master's Equivalent Plus 60 semester hours**
- Doctorate

1. **A master's equivalency is earned by completing 30 semester hours (hrs) of post-baccalaureate graduate credit in a graduate degree program from a regionally accredited college/university.**

2. 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.
3. Approved course work that is not part of the requirements for the Master's Degree **or Master's Equivalency** may be counted toward the Master's Degree/**Master's Equivalency** plus 30 and Master's Degree/**Master's Equivalency** plus 60 hours' scale.

B. General Information Regarding All Salary Schedules

1. Courses in religion, religious education, and courses or degrees not recognized by the State of Maryland for certification and related to a school assignment ~~may~~ **will** not be counted for salary purposes.
2. Progression on the salary schedule is determined by the Unit I member's 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.
3. A Unit I member holding a Conditional Certificate is paid on a Bachelor's salary and is not eligible for a grade salary advancement through educational attainment until a professional certificate is obtained.
4. 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.
5. 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 wages will be issued effective at the start of the pay period in which the documents were received by the Department of Human Resources.
6. Eleven-month Unit I members shall be paid one hundred ten percent (110%) of their salary indicated by the salary schedule, and twelve-month Unit I members shall be paid one hundred twenty percent (120%) of their salary indicated by the salary schedule, in addition to the applicable salary differential set out in the Differential Schedule. Additional eleven and twelve-month positions may be designated by the **Superintendent of Schools** ~~Chief Executive Officer~~, and PGCEA shall be informed of the additions.

	<p>7. Unit I members who hold a Juris Doctorate degree and a professional certificate shall be placed on the doctorate degree lane of the salary table at the appropriate step.</p> <p>C. Outside applicants will be hired based on established administrative procedures. Unit I members hired on Step 10 between July 1, 2018, and June 30, 2022, may contact the Director of Human Resources to complete an assessment of potential salary increases based upon verified credible experience beyond Step 10 at their hire date. Verified changes will be implemented from the current date of receipt and confirmation by Human Resources.</p> <p>22.6 UNIT I SALARY SCHEDULE</p> <p>FY 23 FY 26 –FY 28 Salary Changes</p> <p>A. All eligible employees will receive one step increase effective July 1 of each year of this agreement.</p> <p>B. A 6% 10% 2.5% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2022 2025.</p> <p>C. A 4% 9% 3.5% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2023 2026.</p> <p>D. A 3% 8% 2% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2024 2027.</p> <p>E. A 1% differential for eligible employees at the top of their grade for FY 2023, FY2024, and FY 2025 FY2026, FY2027, and FY2028.</p> <p>All permanent employees for PGCPs as of June 1, 2022, who are still permanent employees as of September 16, 2022, will receive a \$1,000 one time retention bonus. This payment will be made by separate payment not later than October 21, 2022</p> <p><u>PGCEA Response 4/29/25</u></p> <p>22.1 Pay Period</p> <p>PGCEA Agrees with PGCPs Counter – TA</p> <p>22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE</p> <p>Hold for further questions</p> <p>22.6 UNIT I SALARY SCHEDULE</p> <p>Hold to 4/1/25 Proposal</p>	
<p>Article 23</p> <p>EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT</p>	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>23.3 Curriculum Development Projects and Workshops</p> <p>A. Curriculum Development Projects</p> <p>Unit I members who work on curriculum development projects will be paid on their regular per diem basis not to exceed \$200.00 respectively, per day. The workday shall not exceed seven (7) hours exclusive of lunch. Unit I members who teach a Board of Education approved workshop will be paid on their per diem basis not to exceed \$250.00 per day. The workday shall not exceed seven (7) hours exclusive of lunch.</p>	

B. Curriculum Workshops

The workshops will be undertaken for college credit if possible. If this is not possible, **Unit** members will be paid on their regular per diem rate not to exceed ~~\$175.00~~ **\$350.00**. ~~This does not preclude the establishment of short term voluntary workshops, which will not provide reimbursement or any possible college or workshop credit. These voluntary workshops will be held only in the event that severe financial measures must be taken to economize. (Short term means a week or less).~~ The workday shall not exceed seven (7) hours exclusive of lunch.

23.6 COMPENSATORY EMOLUMENTS PROGRAM

A. General Rules

6. Increase all emoluments and activities by ~~4% in FY23, FY24, and FY25~~ **10% in FY26, 9% in FY27, and 8% in FY28.**

23.12 DIFFERENTIAL SCHEDULE

Increase all cells and lanes of the PGCEA Differential Schedule by ~~4% in FY23, FY24, and FY25~~ **10% in FY26, 9% in FY27, and 8% in FY28.**

The following Unit I positions shall be added to the PGCEA Differential Schedule Lane A starting July 1, 2025:

- Individualized Education Program (IEP) Facilitator
- Audiologist
- Classroom Teacher – Deafness and Hearing Impairments
- Assistive Technology Resource Teacher
- Adapted Physical Education Teacher
- Vision Teacher
- Orientation and Mobility Instructor

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23.3 CURRICULUM DEVELOPMENT PROJECTS

Reject – As part of the Blueprint Career Ladder, educators are expected to assume more responsibilities as they move up, to include leading approved workshops.

23.6 COMPENSATORY EMOLUMENTS PROGRAM

HOLD – pending further review of this economic proposal

23.12 DIFFERENTIAL SCHEDULE

Increase all cells and lanes of the PGCEA Differential Schedule by **2% in FY26, FY27, and FY28** ~~4% in FY23, FY24, and FY25~~ ~~10% in FY26, 9% in FY27, and 8% in FY28.~~

The following Unit I positions shall be added to the PGCEA Differential Schedule Lane A starting July 1, 2025:

- Individualized Education Program (IEP) Facilitator
- Audiologist
- Classroom Teacher – Deafness and Hearing Impairments
- Assistive Technology Resource Teacher

	<ul style="list-style-type: none">● Adapted Physical Education Teacher● Vision Teacher● Orientation and Mobility Instructor <p>The following Unit I position shall be revised for clarification on the PGCEA Differential Schedule Lane A: *Special Education Resource Teacher</p> <p><u>PGCEA Response 4/29/25</u></p> <p>23.3 CURRICULUM DEVELOPMENT PROJECTS AND WORKSHOPS Hold to Proposal of 4/1/25</p> <p>23.6 COMPENSATORY EMOLUMENTS PROGRAM Waiting for response from PGCPs</p> <p>23.12 DIFFERENTIAL SCHEDULE Increase all cells and lanes of the PGCEA Differential Schedule by 2% in FY26, FY27, and FY28 4% in FY23, FY24, and FY25 10% in FY26, 9% in FY27, and 8% in FY28.</p> <p>The following Unit I positions shall be added to the PGCEA Differential Schedule Lane A starting July 1, 2025:</p> <ul style="list-style-type: none">● Individualized Education Program (IEP) Facilitator● Audiologist● Classroom Teacher – Deafness and Hearing Impairments● Assistive Technology Resource Teacher● Adapted Physical Education Teacher● Vision Teacher● Orientation and Mobility Instructor <p>The following Unit I position shall be revised for clarification on the PGCEA Differential Schedule Lane A: *Special Education Resource Teacher</p>	
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