FY 2026-2028 PGCEA Negotiations

PGCEA March 4, 2025, Miscellaneous Proposals - PGCPS March 18, 2025, Response

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Article					
Section					
Title					DCCDC D 4 2122 2025
Alpha	Current language	PGCEA Proposal – March 4, 2025	PGCPS Response – March 18, 2025	PGCEA Response – March 25, 2025	PGCPS Response – April 22, 2025
Number (& Letter if		,	1	1	
applicable)					
	Article 1 – Preamble				This Assessment is send and and and into her and heterom
Article 1	Article I – Preamble				This Agreement is made and entered into by and between
		1. DURATION OF AGREEMENT			the Board of Education of Prince George's County and
1.1 Duration of Agreement	1.1 DURATION OF AGREEMENT			Hold on Proposal	the Prince George's County Educators' Association for
	This Agreement is made and entered into by and between	This Agreement is made and entered into by and	We want a three-year agreement.		the period of July 1, 2022 2025, through June 30, 2025
	the Board of Education of Prince George's County and the	between the Board of Education of Prince George's			202 8 9.
	Prince George's County Educators' Association for the	County and the Prince George's County Educators'			
	period of July 1, 2022, through June 30, 2025.	Association for the period of July 1, 2022 2025,			This will allow the system to be more flexible with
	period of July 1, 2022, through June 30, 2023.				scheduling negotiation sessions and focus on one union
		through June 30, 2025 2028.			0 0
	On or before January 1 of a negotiating year,				at a time.
	representatives of the Board and PGCEA shall enter into	On or before January 1 October 1 of a negotiating	October 1 is too early in the budget process.		
	discussions regarding the contents of a new Agreement.	year, representatives of the Board and PGCEA shall			
		enter into discussions regarding the contents of a new			
		Agreement.			
		<i>G</i>			
	Little B. M.	A.F. GOLVER I GET EL GEL GALLERG	A 5 GOVERN A GENERAL CONTROL		
Article 1	Article 2 - Recognition	2.7 CONTRACT EMPLOYEES	2.7 CONTRACT EMPLOYEES		
	2.7 CONTRACT EMPLOYEES	The Board shall not hire contract employees for	The Board shall not hire contract employees for PGCPS Unit I		Reject. Maintain current contract language.
2.7 Contract Employees	The Board shall not hire contract employees for PGCPS	PGCPS Unit I positions without notification to	positions without notification to PGCEA. If requested,		Reject. Maintain current contract language.
	Unit I positions without notification to PGCEA. If	PGCEA. If requested, discussion of the need and	discussion of the need and purpose of such action will occur		
	requested, discussion of the need and purpose of such	purpose of such action will occur with PGCEA.	with PGCEA.		This has not been an issue, but it is a management
	action will occur with PGCEA.	1 1			right to hire contractors when the needs of the schools
	action will occur with 1 GCE11.	A. The Board shall not hire contract employees not	A. The Board shall not hire contract employees not directly	Hold on Proposal A	require. If we are unable to come to an agreement
	NEW		A. The Board shall not thre contract employees not unectry	Hold on Froposal A	regarding both provisions, we will need to HOLD to
	NEW	directly employed by PGCPS for any positions	employed by PGCPS for any positions assigned to Unit I		the current language.
		assigned to Unit I without notification,	without notification, discussion, and the agreement of		
		discussion, and the agreement of PGCEA.	PGCEA.		
	NEW	B. Any work normally done by Unit I members,	B. Any work normally done by Unit I members, such as	Agreement on Proposal B	
	NEW .	such as compensatory services, second	compensatory services, second assignments, and summer	rigitement on Froposar B	
		assignments, and summer school, shall be	school, shall be advertised and offered to Unit I members		
		advertised and offered to Unit I members before	before being offered to contract employees, vendors, or		
		being offered to contract employees, vendors, or	non-PGCPS service providers. This has not been an		
		non-PGCPS service providers.	issue, but it is a management right to hire contractors		
		*	when the needs of the schools require. Maintain		
			current language and agree to B.		
			current unguage una agree to D.		
Article 4	Article 4 – PGCEA Rights of Representation Recognition	4.6 CONTRACT COMPLIANCE	4.6 CONTRACT COMPLIANCE		
Mucie 7	Andre 4 – 1 OCLA Rights of Representation Recognition				DCCDS asknowledges that DCCE A to the sector's
NEW ACC	NEW	No changes, exceptions or waivers to this agreement	No changes, exceptions or waivers to this agreement shall be		PGCPS acknowledges that PGCEA is the exclusive
NEW 4.6 - Contract	NEW	shall be proposed or enacted at individual schools or	proposed or enacted at individual schools or other worksites.		representative for Unit I members, and it is captured
Compliance		other worksites. Principals/Supervisors shall not hold	Principals/Supervisors shall not hold votes of Unit I members at		in the NA opening. As PGCEA is aware of through the
		votes of Unit I members at their schools/worksites on	their schools/worksites on changes to any provisions of the		grievance procedures, worksite decisions must adhere
		changes to any provisions of the negotiated	negotiated agreement. Hold for further consideration of		to the NA and cannot be superseded with a vote by
		agreement.	possible school-based options.		members. This has been noted in grievance responses
		agreement.	possible school-based options.		where the grievance has been upheld.
4 (1) 5	A CLE CO				where the grievance has been upneid.
Article 5	Article 5 – Grievance Procedures				
	B. Definitions, as applied to ARTICLE 5.	B. Definitions, as applied to ARTICLE 5.	B. Definitions, as applied to ARTICLE 5.		
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B. Definitions, as applied to ARTICLE 5

- 1. A complaint is any problem or misunderstanding that can be settled orally between the parties involved.
 2. A grievance is any unsettled complaint by a Unit I member(s) or by PGCEA on its own behalf of an alleged violation or misinterpretation of this Agreement except as provided in ARTICLE 9 and ARTICLE 11.
- 3. An aggrieved person/party is a Unit I member(s) making the claim.
- 4. The term Unit I member(s) includes individuals or groups who are members of the bargaining unit covered by this Agreement.
- 5. A party of interest is the person(s) making claim and person(s) who may be required to take action or against whom action may be taken in order to resolve the claim.
- 6. The term days shall mean days other than Saturday, Sunday and School Holidays. In the event a grievance is filed on or after June 1, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

C. Procedures

Unit I member(s) electing to use the grievance procedure are required to follow the steps outlined below specifically. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be regarded as a maximum, and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement between PGCEA and the Administration.

Step Three

In the event the aggrieved party is not satisfied with the decision of the principal or supervisor, the grievant will, within fifteen (15) business days by mail, by hand, or email cause to be delivered the copy of the complaint and its answer to the Chief Human Resources Officer and one copy to PGCEA. The Chief Human Resources Officer will have twenty (20) business days from receipt of the grievance to render a written decision. The Chief Human Resources Officer or designee may schedule a meeting with the aggrieved party or may refer the matter to the appropriate Associate Superintendent for a conference, if such a meeting or conference might serve to resolve the grievance at this step. If the decision is made to schedule a meeting or a conference, it shall be held at the earliest mutually convenient time. In such instances, the timeline for written response will be adjusted. A PGCEA staff member may be present at the meeting or conference. Copies will be sent to the aggrieved person, the principal or supervisor and PGCEA.

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Accept as revised

Agree to the use of business days throughout the agreement

Agree to keep practicable

TA – maintain existing contract language with the use of business days throughout and the term "when practicable".

Step Four

C. Procedures

Step Three

	Step Four	Copies will be sent to the aggrieved person, the	If the aggrieved party is not satisfied with the decision of the		
	If the aggrieved party is not satisfied with the decision of	principal or supervisor and PGCEA.	Chief Human Resources Officer or if the Chief Human		
Step Four	the Chief Human Resources Officer or if the Chief Human		Resources Officer fails to render a decision within the		
•	Resources Officer fails to render a decision within the	Step Four	prescribed time, PGCEA will have 15 business days in which to		
	prescribed time, PGCEA will have 15 business days in	If the aggrieved party is not satisfied with the	provide a written request for Arbitration. Upon receipt, an		
	which to provide written request for Arbitration. Upon	decision of the Chief Human Resources Officer or if	arbitrator shall be appointed from a panel consisting of three (3)		
	receipt, an arbitrator shall be appointed from a panel	the Chief Human Resources Officer fails to render a	mutually agreeable arbitrators and six (6) additional arbitrators		
	consisting of three (3) mutually agreeable arbitrators and	decision within the prescribed time, PGCEA will	with three (3) named by PGCEA and three (3) named by the		
	six (6) additional arbitrators with three (3) named by	have 15 business days in which to provide a written	Board annually on or about July 1 of each year. Each of the		
	PGCEA and three (3) named by the Board annually on or	request for Arbitration. Upon receipt, an arbitrator	parties may replace their selected arbitrators during the year.		
	about July 1 of each year. Each of the parties may replace	shall be appointed from a panel consisting of three (3)	The three (3) mutually agreed arbitrators may only be changed,		
	their selected arbitrators during the year. The three (3)	mutually agreeable arbitrators and six (6) additional	if necessary, by mutual agreement of both parties.		
	mutually agreed arbitrators may only be changed, if	arbitrators with three (3) named by PGCEA and three	if necessary, by mutual agreement of both parties.		
	necessary, by mutual agreement of both parties.	(3) named by the Board annually on or about July 1	Selection shall be made by alternately striking names from the		
	necessary, by mutual agreement of both parties.	of each year. Each of the parties may replace their	list until one name remains within thirty (30) days of receipts of		
	Calcation shall be made by alternately striking names from				
	Selection shall be made by alternately striking names from	selected arbitrators during the year. The three (3)	the grievance at the Step 4 level. Such person shall be		
	the list until one name remains within thirty (30) days of	mutually agreed arbitrators may only be changed, if	designated as the arbitrator.		
	receipts of the grievance at the Step 4 level. Such person	necessary, by mutual agreement of both parties.			
	shall be designated as the arbitrator.		The parties understand and agree that those matters not covered		
		Selection shall be made by alternately striking names	by this Agreement are, consistent with Section 1.06 herein,		
	The parties understand and agree that those matters not	from the list until one name remains within thirty (30)	reserved for Board policy and that, therefore, only grievances		
	covered by this Agreement are, consistent with Section	days of receipts of the grievance at the Step 4 level.	as defined in Section 4.02 herein are subject to arbitration under		
	1.06 herein, reserved for Board policy and that, therefore,	Such person shall be designated as the arbitrator.	this Agreement. The arbitrator's decision shall be final and		
	only grievances as defined in Section 4.02 herein are	The parties understand and agree that those matters	binding on both parties, subject to the following principles:		
	subject to arbitration under this Agreement. The	not covered by this Agreement are, consistent with	Accept		
	arbitrator's decision shall be final and binding onboth	Section 1.06 herein, reserved for Board policy and			
	parties, subject to the following principles:	that, therefore, only grievances as defined in Section			
		4.02 herein are subject to arbitration under this			
		Agreement. The arbitrator's decision shall be final			
		and binding on both parties, subject to the following			
		principles:			
Article 7	Article 7 – Teacher Educator Assignment		Agree to changing "teacher" to "educator" throughout. We are		
G. Job Sharing	G. Job Sharing	G. Job Sharing	considering the impact of this proposal.	Agree to change "teacher" to	"educator" throughout.
				However, we want to hold to	the original contract
	With the approval of the principal and the Chief Human	With the approval of the principal/supervisor and		language with respect to "Uni	it I" members. This
	Resources Officer, two teachers may volunteer to share a	the Chief Human Resources Officer, two teachers		provision was intended for jol	b-sharing between
	classroom teaching assignment. Approval of such job-	Unit I members may volunteer to share an		classroom teachers at school-	_
	sharing would be based upon educationally sound	classroom teaching assignment. Approval of such			
	principles and assurance that the students involved will not	job-sharing would be based upon educationally			
	be adversely affected by such an assignment.	sound principles and assurance that the students		G. Job Sharing	
	be develoely directed by such an assignment.	involved will not be adversely affected by such an		G. 300 Sharing	
	In those instances, where job-sharing is approved, the	assignment.		With the approval of the princip	nol/gunaryigar and tha
	assignment will be for one year at a time. Extension of	assignment.			
	such an assignment will be based upon an evaluation of the			Chief Human Resources Office	
		In those instances where job-sharing is approved,		members educators may volun	
	successful completion of the educational goals and	the assignment will be for one year at a time.		teaching school-based teaching	
	objectives set forth at the beginning of the assignment.	Extension of such an assignment will be based upon		such job-sharing would be base	
		an evaluation of the successful completion of the		sound principles and assurance	
	Teachers on job-sharing assignments will receive prorated	educational goals and objectives set forth at the		will not be adversely affected b	y such an assignment.
	personal leave and sick leave benefits. Seniority for	beginning of the assignment.			
	teachers on job-sharing assignments will accrue on the			In those instances where job-sh	
	same basis as other part-time teachers.	Teachers Unit I members on job-sharing		assignment will be for one year	
		assignments will receive prorated personal leave and		such an assignment will be base	
	Premium payments toward insurance benefits will be on a	sick leave benefits. Seniority for teachers Unit		the successful completion of the	
	prorate basis.	members on job-sharing assignments will accrue on		objectives set forth at the begin	ning of the assignment.
		the same basis as other part-time teachers unit			
		members.		Teachers Unit I members Educ	eators on job-sharing
				assignments will receive prorate	
		Premium payments toward insurance benefits will		leave benefits. Seniority will ac	
		be on a prorated basis.		as other part-time Unit I men	

approved for teachers Unit members on job-sharing

	Т			assignments-will accrue on the same basis as other part
				time teachers unit members.
				time teachers and memoers.
				Premium payments toward insurance benefits will be on a
				prorated basis.
Article 10	Article 10.2 – Procedures for Implementing Voluntary			
10.2 Procedures for	Transfers	A. General Criteria	A. General Criteria	
Implementing Voluntary				Same as 3/18/25
Transfers	A. General Criteria	The Board and PGCEA agree that requests for	The Board and PGCEA agree that requests for transfer shall	
	The Board and PGCEA agree that requests for transfer	transfer shall be considered subject to the following	be considered subject to the following criteria:	
A. General Criteria	shall be considered subject to the following criteria:	criteria:		
	1. Factors to be considered:		Factors to be considered:	
	a. Professional Certification for the position	1. Factors to be considered:	Professional Licensure/Certification for the position	
	desired.	a. Professional Licensure/Certification for the	desired.	
	b. Tenure status: Non-tenured Professionally Certified Unit I members will be able to access the	position desired.	2) Tenure status: Non-tenured Professionally	
	voluntary transfer process but shall be limited to	b. Tenure status: Non-tenured Professionally Licensed/Certified Unit I members will be able	Licensed/Certified Unit I members will be able to access	
	one voluntary transfer during their	to access the voluntary transfer process but shall	the voluntary transfer process but shall be limited to one voluntary transfer during their probationary/non-tenure	
	probationary/non-tenure period	be limited to one voluntary transfer during their	period.	
	c. Seniority.	probationary/non-tenure period.	3) Seniority.	
	d. Filling a difficult to staff or critical shortage	c. Seniority.	4) Filling a difficult to staff or critical shortage content area	
	content area based on the needs of the school	d. Filling a difficult to staff or critical shortage	based on the needs of the school system (i.e., ESOL).	
	system (i.e., ESOL).	content area based on the needs of the school	5) Content areas requiring special qualifications such as dual	
	e. Content areas requiring special qualifications	system (i.e., ESOL).	licensure/certification or performance experience (i.e.,	
	such as dual certification or performance	e. Content areas requiring special qualifications	language immersion, creative/visual and performing arts).	
	experience (i.e., language immersion,	such as dual licensure/certification or	Professional qualifications and competence relative to the	
	creative/visual and performing arts).	performance experience (i.e., language	needs in an available position.	
	f. Professional qualifications and competence	immersion, creative/visual and performing arts).	7) Proximity to place of residence.	
	relative to the needs in an available position.	f. Professional qualifications and competence	8) Other relevant factors.	
	g. Proximity to place of residence. h. Other relevant factors.	relative to the needs in an available position.	2. All voluntary transfers shall be acceptable to the receiving	
	Other relevant factors. 2. All voluntary transfers shall be acceptable to the	g. Proximity to place of residence.	principal/supervisor.	
	receiving principal.	h. Other relevant factors.	4. On request, between April 1 - July 15, the Division of	
	3. When a teacher whose performance has been	All voluntary transfers shall be acceptable to the receiving principal/supervisor.	Human Resources will supply to PGCEA notification a list of vacant teaching Unit I positions.	
	satisfactory in a full-time assignment is reassigned to	4. On request, between April 1 - July 15, the	Hat of vacant teaching office positions.	
	an itinerant position and subsequent to the itinerant	Division of Human Resources will supply to	Agree to changing "teacher" to "educator" throughout. We are	
	assignment a full-time vacancy occurs in one of the	PGCEA a list of vacant teaching Unit I	considering the impact of this proposal.	
	assigned schools, the teacher will be given priority	positions.		
	consideration for reassignment to the full-time	•		
	vacancy, if said teacher expresses a desire for the full-		We are considering the procedures in B.	
	time assignment.			
	4. On request, between April 1 - July 15, the Division	B. Transfer Procedure		
	of Human Resources will supply to PGCEA a list of	1. Unit I members will have the opportunity to		
D. Taranafan Dara adama	vacant teaching positions.	submit an electronic voluntary transfer		
B. Transfer Procedure	B. Transfer Procedure	application and any other supplemental		
	Unit I members will have the opportunity to submit	information in support of the transfer		
	an electronic voluntary transfer application and any	application (i.e. resume and		
	other supplemental information in support of the	license/certification) through iRecruitment in Oracle Self Service between January 15 and		
	transfer application (i.e. resume and certification)	March 15.		
	through iRecruitment in Oracle Self Service between	2. When the Division of Human Resources		
	January 15 and March 15.	receives official notification (between April 1		
	2. When the Division of Human Resources receives	and July 15) that a position will be vacant for		
	official notification (between April 1 and July 15) that	the subsequent school year, the position will be		
	a position will be vacant for the subsequent school	filled in accordance with the procedure		
	year, the position will be filled in accordance with the	enumerated below.		
	procedure enumerated below.	a. The Division of Human Resources will provide		
	a. The Division of Human Resources will provide	Principals/Supervisors with access to all		
	Principals with access to all applicants who have	applicants who have applied for a transfer to		

applied for a transfer to their school/location their school/location through iRecruitment.	
through iRecruitment. Principals should review all Principals/supervisors should review all	
voluntary transfer applications for their voluntary transfer applications for their	
school/location and schedule interviews for vacant school/location and schedule interviews for	
positions. vacant positions.	
b. The principal and the transfer applicant must b. The principal/supervisor and the transfer	
agree in writing to the voluntary transfer. Written applicant must agree in writing to the voluntary	
voluntary transfer acceptance agreement from the transfer. Written voluntary transfer acceptance	
principal and transfer applicant must be received agreement from the principal/supervisor and	
in the Division of Human Resources by July 15. transfer applicant must be received in the	
c. The Division of Human Resources will provide Division of Human Resources by July 15.	
principals access to voluntary transfer c. The Division of Human Resources will provide	
applicants for all schools. The lists will include principals/supervisors access to voluntary	
all eligible transfer applicants to be considered transfer applicants for all schools/departments.	
by the principal and who have met the The lists will include all eligible transfer The lists will include all eligible transfer The lists will include all eligible transfer	
requirements to transfer. The lists shall be valid applicants to be considered by the	
until July 15. Vacancies can be filled from these principal/supervisor and who have met the	
lists. If no applicants were available to establish requirements to transfer. The lists shall be valid	
the lists, vacancies may be filled by a new hire. until July 15. Vacancies can be filled from these	
d. Agreement to accept a transfer may be lists. If no applicants were available to establish	
withdrawn by the transfer applicant any time the lists, vacancies may be filled by a new hire.	
before a transfer is approved by the Division of d. The agreement to accept a transfer may be	
Human Resources. withdrawn by the transfer applicant any time	
e. It is understood that a transfer applicant's before a transfer is approved by the Division of	
written agreement to accept a transfer will not be Human Resources.	
valid if at the time a vacancy occurs a new e. It is understood that a transfer applicant's	
principal has been assigned to the school or the written agreement to accept a transfer will not	
vacancy involves an out-of-field assignment. In be valid if at the time a vacancy occurs a new	
either case the Division of Human Resources will principal/supervisor has been assigned to the	
make one attempt to contact the transfer applicant school/department, or the vacancy involves an	
by phone to ascertain whether or not the applicant out-of-field assignment. In either case the	
still wants the transfer. Division of Human Resources will make one	
f. When the principal at the receiving school is not attempt to contact the transfer applicant by	
reassigned or an out-of-field assignment results phone to ascertain whether or not if the	
after a transfer has been affected, the transferee applicant still wants the transfer.	
may refuse the transfer and return to the former f. When the principal/supervisor at the receiving	
position only if said position has not been filled school/worksite is not reassigned or an out-of-	
and school has not started. field assignment results after a transfer has been	
g. Once the Division of Human Resources sends affected, the transferee may refuse the transfer	
written electronic confirmation of the transfer and return to the former position only if said	
assignment to the selected transfer applicant and position has not been filled and the school year	
the principal, the voluntary transfer may not be has not started.	
changed or rescinded and will be considered final. g. Once the Division of Human Resources sends	
The Unit I employee will not be eligible for written electronic confirmation of the transfer	
another voluntary transfer in the same school year. assignment to the selected transfer applicant and	
3. Vacancies occurring as a result of the filling of any the principal/supervisor, the voluntary transfer	
vacancy as specified above may be filled by anyone may not be changed or rescinded and will be	
who files a Voluntary Transfer Form or by a new hire. considered final. The Unit I employee will not	
be eligible for another voluntary transfer in the	
same school year.	
Same seriou year.	
Article 10 Article 10.3 – Procedure for Implementing Involuntary	
	Same as 3/18/25
	Dame as 3/10/23
Transfers principles compel the staffing of each public school based each public school based on school enrollment on school enrollment factors. To that extent involuntary	
on school enrollment factors. To that extent involuntary factors. To that extent involuntary transfers may transfers may need to be affected enacted from time to	
transfers may need to be affected from time to time to need to be affected from time to time to time to time to time to conform with Board of Education Staffing	
conform with Board of Education Staffing Formulas. Conform with Board of Education Staffing Formulas. When involuntary transfers have to must be	
When involuntary transfers have to be made the Division Formulas. When involuntary transfers have to made the Division of Human Resources will provide the	
of Human Resources will provide the principal with the must be made the Division of Human Resources principal/supervisor with the names of any teacher(s) Unit	

names of any teacher(s) who have been declared staff reductions in accordance with the following procedures applied in sequential order:

- 1. Volunteer(s) shall first be sought. A teacher who volunteers to become the involuntary transfer shall do so in writing to the principal and the Human Resources Division. A teacher who volunteers to become the involuntary transfer will be given the same consideration in determining the school transfer as is given to other involuntary transfers.
- 2. Persons holding less than a standard professional certificate in the subject or teaching level to which they are assigned shall then be selected.
- 3. Should the previous two steps not satisfy the required transfer, the decision shall be made according to:
 - a. The least senior person in the PGCPS in that school within the category affected.

Categories are as follows:

- Early Childhood (Grades Pre K-3)
- Elementary (Grades 1-6)
- Elementary subject areas of art, music, physical
- education, librarian, reading, guidance
- Middle School subject area
- High School subject area
- b. The official evaluation and performance for the
- c. The procedures indicated above shall not apply in the transferring of itinerant teachers resulting from the regrouping of schools.
- B. The principal shall notify a teacher in a private conference by June 1 that the teacher will be a staff reduction. Final notification will be given in writing by the Division of Human Resources after notification by the principal.
- C. If a teacher is involuntarily transferred during the school year or after the opening of school for any one year, the salary shall not be reduced for the remainder of the initial year of the transfer
- D. Teachers to be involuntarily transferred will be reassigned ahead of teachers returning from an approved leave of absence and new hires. After July 15, teachers to be involuntarily transferred will be reassigned ahead of teachers requesting voluntary transfers.
- E. In referring teachers who had been declared staff reductions to existing vacancies, system wide seniority in the subject area will be the determining factor in establishing the order of referrals.
- F. A person to be involuntarily transferred shall be referred for a maximum of three interviews to principals of schools where there are approved vacancies within their area(s) of certification. A maximum of five (5) work days after the interview and selection will be permitted for the teacher to advise the Division of Human Resources regarding the acceptance or non-acceptance of the position. Acceptance of the position shall be acknowledged when the teacher and the receiving principal complete the designated form. If a teacher does not accept any of the positions to which

- will provide the principal/supervisor with the names of any teacher(s) Unit I members who have been declared staff reductions in accordance with the following procedures applied in sequential order:
- Volunteer(s) shall first be sought. A teacher
 Unit I member who volunteers to become the
 involuntary transfer shall do so in writing to the
 principal/supervisor and the Human Resources
 Division. A teacher Unit member who
 volunteers to become the involuntary transfer
 will be given the same consideration in
 determining the school a transfer as is given to
 other involuntary transfers.
- Persons Unit I members holding less than an initial professional license/standard professional certificate in the subject or teaching level position to which they are assigned shall then be selected.
- Should the previous two steps not satisfy the required transfer, the decision shall be made according to:
- a. The least senior person in the PGCPS in that school/department within the category affected.

Categories are as follows:

- Early Childhood Education/Elementary Areas
 (Grades Pre K. 3)
- Elementary (Grades 1-6)
- Elementary subject areas of art, music, physical education, librarian, reading, guidance
- Middle School subject Areas
- High School subject area
- General Secondary Content Areas
- Special Education
- Specialty Areas (PreK-12)
- Specialist Areas
- b. The official evaluation and performance for the previous year.
- c. The procedures indicated above shall not apply in the transferring of itinerant teachers resulting from the regrouping of schools.
- B. The principal/supervisor shall notify a teacher Unit I member in a private conference by June 1 that the teacher they will be a staff reduction. Final notification will be given in writing by the Division of Human Resources after notification by the principal/supervisor.
- C. If a teacher Unit I member is involuntarily transferred during the school year or after the opening of school for any one year, the salary shall not be reduced for the remainder of the initial year of the transfer
- D. Teachers Unit I members to be involuntarily transferred will be reassigned ahead of teachers
 Unit members returning from an approved leave of absence and new hires. After July 15,

- I members who have been declared staff reductions in accordance with the following procedures applied in sequential order:
- Volunteer(s) shall first be sought. A teacher Unit I
 member who volunteers to become the involuntary
 transfer shall do so in writing to the principal/supervisor
 and the Human Resources Division. A teacher Unit
 member who volunteers to become the involuntary
 transfer will be given the same consideration in
 determining the school a transfer as is given to other
 involuntary transfers.
- Persons Unit I members holding less than an initial professional license/standard professional certificate in the subject or teaching level position to which they are assigned shall then be selected.
- Should the previous two steps not satisfy the required transfer, the decision shall be made according to:
- The least senior person in the PGCPS in that school/department within the category affected.

Categories are as follows:

- Early Childhood Education/Elementary Areas (Grades Pro K 3)
- Elementary (Grades 1-6) elementary and early childhood are distinct
- Elementary subject areas of art, music, physical education, librarian, reading, guidance
- Middle School subject Areas
- High School subject area
- General Secondary Content Areas
- Special Education
- Specialty Areas (PreK-12)
- Specialist Areas
- The official evaluation and performance for the previous year.
- c. The procedures indicated above shall not apply in the transferring of itinerant teachers resulting from the regrouping of schools.

We are considering the procedures in 10.3 A. $\,$

- B. The principal/supervisor shall notify a teacher Unit I member in a private conference by June 1 that the teacher they will be a staff reduction. Final notification will be given in writing by the Division of Human Resources after notification by the principal/supervisor. Agreed
- C. If a teacher Unit I member is involuntarily transferred during the school year or after the opening of school for any one year, the salary shall not be reduced for the remainder of the initial year of the transfer Agreed
- D. Teachers Unit I members to be involuntarily transferred will be reassigned ahead of teachers Unit members returning from an approved leave of absence and new hires. After July 15, teachers Unit I members to be involuntarily transferred will be reassigned ahead of teachers those requesting voluntary transfers. Agreed

- referred and/or selected, the Division of Human Resources will assign the teacher to an existing vacancy. G. The June 1 deadline above is based upon estimated pupil enrollment and preliminary staff allocations. Changes in student enrollment after June 1 may result in further staff reductions prior to the opening of school. A teacher affected by such a change however may request within five (5) days of notification a conference with the Associate Superintendent or designee. A PGCEA representative may be called in by the teacher. H. Any teacher who is involuntarily transferred after the first work day for returning teachers at the beginning of a school year shall not be involuntarily transferred again after the first day of a new school year for three succeeding years. A teacher involuntarily transferred after the first work day who wishes to request a voluntary transfer out of the new assignment must do so in accordance with the provisions of Article 10.2. If said teacher does file a timely request for transfer, the teacher shall be considered as an involuntary transfer and will be given the same consideration in determining school transfer as is given to other involuntary transfers. No involuntary transfer for reasons of correcting prior scheduled staffing will be made after September 30, except if special, unanticipated problems arise in secondary assignments, an involuntary transfer may be effectuated at the secondary level until October 15.
- I. An administrative transfer requested by the immediate supervisor for a reason other than reduction in staff or change in ratio must be approved by the Chief Human Resources Officer prior to the completion of the transfer. The teacher shall be given written notification by the immediate supervisor with specific reasons behind the intent to request the transfer prior to May 15, and given an opportunity to write a rebuttal by June 1, for the record. In the event the immediate supervisor and Chief Human Resources Officer still wish to proceed with the transfer, the Chief Human Resources Officer and the President of PGCEA or their designees shall meet to discuss outstanding concerns not hereunder covered, prior to the transfer being implemented.
- J. An administrative transfer may be requested by the PGCEA President via a master list by May 1 sent to the Chief Human Resources Officer for consideration. The list should include specific reasons for the transfer.

 K. The grievance procedure may be applied to Section 10.3 only with regard to an allegation that procedures set forth herein have not been complied with or that the employee alleges and proves discrimination

- teachers Unit I members to be involuntarily transferred will be reassigned ahead of teachers those requesting voluntary transfers.
- E. In referring teachers Unit I members who had been declared staff reductions to existing vacancies, system wide seniority in the subject licensure/certification area will be the determining factor in establishing the order of referrals.
- F. A person to be involuntarily transferred shall be referred for a maximum of three interviews to principals/supervisors of schools where there are approved vacancies within their area(s) of licensure/certification. A maximum of five (5) workdays after the interview and selection will be permitted for the teacher Unit member to advise the Division of Human Resources regarding the acceptance or non-acceptance of the position. Acceptance of the position shall be acknowledged when the teacher Unit member and the receiving principal/supervisor complete the designated form. If a teacher Unit I member does not accept any of the positions to which referred and/or selected, the Division of Human Resources will assign the teacher them to an existing vacancy.
- G. The June 1 deadline above is based upon estimated pupil enrollment and preliminary staff allocations. Changes in student enrollment after June 1 may result in further staff reductions prior to the opening of school start of the school year. A teacher Unit member affected by such a change, however, may request within five (5) days of notification a conference with the Associate Superintendent or designee. A PGCEA representative may be called in by the teacher.
- H. Any teacher Unit member who is involuntarily transferred after the first workday for returning teachers at the beginning of a school year shall not be involuntarily transferred again after the first day of a new school year for three succeeding years. A teacher-Unit I member involuntarily transferred after the first workday who wishes to request a voluntary transfer out of the new assignment must do so in accordance with the provisions of Article 10.2. If said teacher-Unit member does files a timely request for transfer, the teacher shall be considered as an involuntary transfer and will be given the same consideration in determining school transfer as is given to other involuntary transfers. No involuntary transfer for reasons of correcting prior scheduled staffing will be made after September 30, except if special, unanticipated problems arise in secondary

- In referring teachers Unit I members who had been declared staff reductions to existing vacancies, system wide seniority in the subject licensure/certification area will be the determining factor in establishing the order of referrals. Agreed
- F. A person to be involuntarily transferred shall be referred for a maximum of three interviews to principals/supervisors of schools where there are approved vacancies within their area(s) of licensure/certification. A maximum of five (5) workdays after the interview and selection will be permitted for the teacher Unit member to advise the Division of Human Resources regarding the acceptance or non-acceptance of the position. Acceptance of the position shall be acknowledged when the teacher Unit member and the receiving principal/supervisor complete the designated form. If a teacher Unit I member does not accept any of the positions to which referred and/or selected, the Division of Human Resources will assign the teacher them to an existing vacancy. Agreed
- G. The June 1 deadline above is based upon estimated pupil enrollment and preliminary staff allocations. Changes in student enrollment after June 1 may result in further staff reductions prior to the opening of school start of the school year. A teacher Unit member affected by such a change, however, may request within five (5) days of notification a conference with the Associate Superintendent or designee. A PGCEA representative may be called in by the teacher. Agreed
- H. Any teacher Unit member who is involuntarily transferred after the first workday for returning teachers at the beginning of a school year shall not be involuntarily transferred again after the first day of a new school year for three succeeding years. A teacher-Unit I member involuntarily transferred after the first workday who wishes to request a voluntary transfer out of the new assignment must do so in accordance with the provisions of Article 10.2. If said teacher Unit member does files a timely request for transfer, the teacher shall be considered as an involuntary transfer and will be given the same consideration in determining school transfer as is given to other involuntary transfers. No involuntary transfer for reasons of correcting prior scheduled staffing will be made after September 30, except if special, unanticipated problems arise in secondary assignments, an involuntary transfer may be effectuated at the secondary level until October 15. Agreed
- An administrative transfer requested by the immediate supervisor for a reason other than reduction in staff or change in ratio must be approved by the Chief Human Resources Officer prior to the completion of the transfer. The teacher-Unit Member shall be given written notification by the immediate supervisor with specific reasons behind the intent to request the transfer prior to May 15, and given an opportunity to write a rebuttal by June 1, for the record. In the event the immediate supervisor and Chief Human Resources Officer still wish

assignments, an involuntary transfer may be	to proceed with the transfer, the Chief Human Resources	
effectuated at the secondary level until October	Officer and the President of PGCEA or their designees	
15.	shall meet to discuss outstanding concerns not hereunder	
An administrative transfer requested by the	covered, prior to the transfer being implemented. Agreed	
immediate supervisor for a reason other than	71 0 1	
reduction in staff or change in ratio must be		
approved by the Chief Human Resources		
Officer prior to the completion of the transfer.		
The teacher Unit Member shall be given written		
notification by the immediate supervisor with		
specific reasons behind the intent to request the		
transfer prior to May 15, and given an		
opportunity to write a rebuttal by June 1, for the		
record. In the event the immediate supervisor		
and Chief Human Resources Officer still wish		
to proceed with the transfer, the Chief Human		
Resources Officer and the President of PGCEA		
or their designees shall meet to discuss		
outstanding concerns not hereunder covered,		
prior to the transfer being implemented.		

PGCEA March 4, 2025, Reducing the Unsustainable Workload on Educators Proposals - PGCPS March 18, 2025, Response

Article Section Title Alpha Number (& Letter if applicable)	Current language	PGCEA Proposal – March 4, 2025	PGCPS Response – March 18, 2025	PGCEA Response – March 25, 2025	PGCPS Response – April 22, 2025
Article 6 6.1 Work Year	Article 6.1 – Work Year A. Unit I members employed for ten months may be scheduled to work 192 days in the school year. 1. Subject to the PGCPS Calendar, of the above number of days, time will be scheduled for Unit I members when students are not in attendance on a day near the end of each of the first, second and third grading periods in order that Unit I members will be able to devote such three one-half days to complete required grades and other reports. Unit I members have the option of completing each of these three half days at an alternate worksite of their choice. 2. 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 locations 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. 3. In preparation for the Middle States Evaluations of High Schools, the chairperson of each official faculty committee shall have scheduled the equivalent of one	 A. Unit I members employed for ten months may be scheduled to work 192 days in the school year. 1. Subject to the PGCPS Calendar, of the above number of days, time will be scheduled for Unit I members when students are not in attendance on a day near the end of each of the first, second, and third, and fourth grading periods in order that Unit I members will be able to devote such three four one-half days to complete required grades and other reports. Unit I members have the option of completing each of these three four half days at an alternate worksite of their choice. 3. During the duration of this agreement three full non-student duty days shall be scheduled as Unit I member led planning days. These days shall be separate from the independent teacher preparation days outlined in Article 6.1 A. 2. Unit members shall have the option of working from an alternate work location on these days. 5. Two days of asynchronous professional development will be provided to all Unit 1 members at a worksite of their choice: a. One full day during the scheduled school year for students specified for Professional 	 A. Unit I members employed for ten months may be scheduled to work 192 days in the school year. 1. Subject to the PGCPS Calendar, of the above number of days, time will be scheduled for Unit I members when students are not in attendance on a day near the end of each of the first, second, and third, and fourth grading periods in order that Unit I members will be able to devote such three four one-half days to complete required grades and other reports. Unit I members have the option of completing each of these three four half days at an alternate worksite of their choice. 3. During the duration of this agreement three full nonstudent duty days shall be scheduled as Unit I member led planning days. These days shall be separate from the independent teacher preparation days outlined in Article 6.1 A. 2. Unit members shall have the option of working from an alternate work location on these days. 5. Two days of asynchronous professional development will be provided to all Unit 1 members at a worksite of their choice: a. One full day during the scheduled school year for students specified for Professional Development, Unit I members will have self-directed professional development at a worksite of their choice and shall produce a certificate of completion for each self-directed professional development course. The CEO 	PGCEA rejects the referral of any of our workload proposals to a committee. Note: PGCEA is not making any proposals regarding changes to the school calendar, only the use of days in the 192-day work year.	If PGCEA is rejecting the idea of the proposed committee, PGCPS will have to deny the proposal because there is a direct impact on the school calendar. It is already difficult to factor in all the days in the contract into the school calendar. Additional days and changes to the calendar will extend the school year for students and educators. A.1, 3, 5

- work day for the purpose of preparing required reports in the evaluation process. Official faculty committees shall be those determined in Section 1-10, including the subcommittees of Section 4 in the Evaluative Criteria edition being used by that school. The school-wide Chairperson of the Middle States Evaluation Committee shall have scheduled the equivalent of three (3) work days to complete report.
- 4. New Unit I members shall have three (3) days assigned as preservice days in addition to the 192 days scheduled for all ten month employees. These days will be scheduled by the Office of Professional Learning and Leadership for the purpose of professional development activities, team planning and employee activities. These days shall not be used as student contact or instructional days. Unit I members participating in these pre-service days shall be paid at their per diem rate of pay. Unit I members hired within 10 business days of the start of the cheduled pre-service days shall not face disciplinary action if they are unable to attend.
- 5. One full day during the scheduled school year for students specified for Professional Development, Unit I members will have self-directed professional development at a worksite of their choice. The CEO will formally announce the specific date.
- 6. The Board of Education (BOE) shall provide reasonable makeup days and/or sessions to resolve any absences. The BOE may also waive the days at its discretion.
 - a. Unit I members employed for eleven months will work two hundred and twelve (212) days. Thirty (30) days prior to the beginning of the work year, eleven-month personnel will be provided with a copy of a tentative schedule listing when their required contract days will be worked. Where possible this schedule will be worked out after input from the affected Unit I member. The schedule will provide a period of at least three consecutive calendar weeks when there are not any duty days scheduled, unless there is mutual agreement to do otherwise.
- b. Unit I members employed for twelve-months are expected to work on days schools are closed for emergencies unless the Central Offices are closed.
- 7. Professional School Counselors shall be eleven (11) month Unit I positions effective June 1, 2023.

 8. Pupil Personnel Workers shall be eleven (11) month Unit I positions, effective June 1, 2023. The application process for 12-month positions will consider internal candidates only.
- 9. School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.

 10. A full time Athletic Director position will be assigned to all PGCPS high schools and added to the differential schedule A for Unit I members effective July 1, 2022. Placement on the differential scale shall be based on years of service in the position. Athletic Directors shall be eleven (11) month Unit I positions

- Development, Unit I members will have selfdirected professional development at a worksite of their choice. The CEO Superintendent will formally announce the specific date by September 1 of each year-
- b. One full day during the scheduled school year, Unit 1 members will have online guided professional development via SafeSchools (or other district mandated platform) at a worksite of their choice. The total course times allocated for this date shall not exceed 420 minutes. If additional SafeSchool (or other mandated) videos are added after this designated day, additional time shall be provided for Unit I members to complete.
- 7. a- Unit I members employed for eleven months will work two hundred and twelve eleven (212) (211) days. Thirty (30) days prior to the beginning of the work year, eleven-month personnel will be provided with a copy of a tentative schedule listing when their required contract days will be worked. Where possible this schedule will be worked out after input from the affected Unit I member. The schedule will provide a period of at least three consecutive calendar weeks when there are not any duty days scheduled, unless there is mutual agreement to do otherwise.
- b. Unit I members employed for twelve months are expected to work on days schools are closed for emergencies unless the Central Offices are closed.
- 7- Professional School Counselors shall be eleven (11) month Unit I positions effective June 1, 2023.
- 8. Pupil Personnel Workers shall be eleven (11) month Unit I positions, effective June 1, 2023.
 The application process for 12-month positions will consider internal candidates only.
- 11. 9. School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.
- 12. 10. A full time Athletic Director position will be assigned to all PGCPS high schools and added to the position will be included on the differential schedule A for Unit I members effective July 1, 2022. Placement on the differential scale shall be based on years of service in the position. Athletic Directors shall be eleven (11) month Unit I positions effective June 1, 2023. The Athletic Director/Teacher pay scale will be eliminated.
- 13. Individualized Education Program (IEP)
 Facilitators shall be eleven (11) month Unit I
 positions and will be included on the
 Differential Scale A for Unit I members.

- Superintendent will formally announce the specific date by September 1 of each year-
- b. One Two full pre-service days where during the scheduled school year, Unit 1 members will have online guided professional development via SafeSchools (or other district mandated platform) as well as other professional development content. at a worksite of their choice. The total course times allocated for this date shall not exceed 420 minutes. If additional SafeSchool (or other mandated) videos are added after this designated day, additional time shall be provided for Unit I members to complete.
- 7. a. Unit I members employed for eleven months will work two hundred and twelve eleven (212) (211) days. Thirty (30) days prior to the beginning of the work year, eleven-month personnel will be provided with a copy of a tentative schedule listing when their required contract days will be worked. Where possible this schedule will be worked out after input from the affected Unit I member. The schedule will provide a period of at least three consecutive calendar weeks when there are not any duty days scheduled, unless there is mutual agreement to do otherwise.
- b. Unit I members employed for twelve months are expected to work on days schools are closed for emergencies unless the Central Offices are closed.
- 7- Professional School Counselors shall be eleven (11) month Unit I positions <u>effective June 1, 2023</u>.
- 8- Pupil Personnel Workers shall be eleven (11) month Unit I positions, effective June 1, 2023. The application process for 12-month positions will consider internal candidates only.
- 9- School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.
- 12. 40. A full time Athletic Director position will be assigned to all PGCPS high schools and added to the position will be included on the differential schedule A for Unit I members effective July 1, 2022. Placement on the differential scale shall be based on years of service in the position. Athletic Directors shall be eleven (11) month Unit I positions effective June 1, 2023. The Athletic Director/Teacher pay scale will be eliminated.
- 13. Individualized Education Program (IEP) Facilitators shall be eleven (11) month Unit I positions and will be included on the Differential Scale A for Unit I members.

Hold for Study.

7. a. Unit I members employed for a duration of eleven months will be required to work two hundred and twelve (212) twelve eleven (212) (211) days. No later than tThirty (30) days prior to the commencement beginning of the work year, PGCPS shall create and disseminate eleven month personnel will be provided with a copy of a tentative schedule listing when their specifying the dates on which the required contract days will shall be worked. Where possible this schedule will be worked out after input from the affected Unit I member. The schedule will-provide include a period of at least three consecutive ealendar-weeks without duty days when there are not any duty days scheduled, unless there is mutual agreement to do otherwise.

8. TA 9. TA 10. TA

11. TA

12. TA

13. Reject – As noted in 23.12, the IEP Facilitator position has been added to the Differential Scale A for Unit I members. PGCPS believes there benefits in making this an 11-month position, and would like to review this proposal as a consideration for FY27. This allows more time to review the needs for all schools and a phased-in approach, should it be determined that this is feasible.

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	effective June 1, 2023. The Athletic Director/Teacher				
	pay scale will be eliminated.				
Article 6					
6.2 Work Day A.	Article 6.2 – Workday A. The work day is a day of regular duty. Unless extenuating circumstances do not allow for such, the start and closing time of the work day established at each work site shall not be changed without at least 5 days' notice to staff. In the event that a change in start and closing times creates an undue hardship or has an adverse impact on a Unit I member, the Unit I member may seek an administrative transfer. 1. The normal work day for Unit I members shall be 7-1/2 hours inclusive of lunch time. Unless otherwise agreed this shall be a continuous block of time. The time before and after school may be scheduled on a more flexible basis. 2. All Unit I members are expected to devote to their assignments the time necessary to meet their responsibilities but they will not be required to clock in or out by hours and minutes. A method for certification of attendance will be developed by the principal with the review of the Faculty Advisory Council.	 A. The workday is a day of regular duty. Unless extenuating circumstances do not allow for such, the start and closing times of the workday established at each work site shall not be changed without at least 5 days' notice to staff. In the event that If a change in start and closing times creates an undue hardship or has an adverse impact on a Unit I member, the Unit I member may seek an administrative transfer. 1. The normal workday for Unit I members shall be 7-1/2 hours inclusive of lunchtime. Unless otherwise agreed this shall be a continuous block of time. The time before and after school may be scheduled on a more flexible basis. 2. All Unit I members are expected to devote to their assignments the time necessary to meet their responsibilities, but they will not be required to clock in or out by hours and minutes. A method for certification of attendance will be developed by the principal with the review of in collaboration with the Faculty Advisory Council. 	 A. The workday is a day of regular duty. Unless extenuating circumstances do not allow for such, the start and closing times of the workday established at each work site shall not be changed without at least 5 days' notice to staff. In the event that If a change in start and closing times creates an undue hardship or has an adverse impact on a Unit I member, the Unit I member may seek an administrative transfer. 1. The normal workday for Unit I members shall be 7-1/2 hours inclusive of lunchtime. Unless otherwise agreed this shall be a continuous block of time. The time before and after school may be scheduled on a more flexible basis. This has a substantive impact. Not just cleanup. 2. All Unit I members are expected to devote to their assignments the time necessary to meet their responsibilities, but they will not be required to clock in or out by hours and minutes. A method for certification of attendance will be developed by the principal with the review of in collaboration with the Faculty Advisory Council. Reject due to the impact upon principals. Maintain current language. 		1. Maintain current language. Schools have different start and end times, and there are times when the principal needs flexibility to ensure meetings can occur and adequate coverage is available. 2. Reject While collaboration is always encouraged, principals are the time approvers at the school level and are responsible for establishing and maintaining an accurate and effective system for monitoring the timecards for all staff in accordance with AP 4132.
Article 6 6.1 Work Year C. Planning Time	C. Planning Time 1. Beginning SY 2023-2024, and for the duration of this agreement, Unit I members will be provided a half day each quarter for individual Unit I member directed planning time at an alternative worksite of their choice. 2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed: a. Secondary schools: The principal shall schedule a minimum continuous block of forty-five (45) minutes daily of planning time for each Unit I member during the student day. A minimum of two days per week a teacher shall receive planning for a full class period. b. Elementary Schools, Early Childhood Centers, and Special Education Centers: The principal shall schedule a minimum of 240 minutes of planning time for each Unit I member per regular work week of five normal workdays of which a minimum of 200 minutes shall be scheduled during the student day and in daily blocks of no less than 40 minutes. The additional 40 minutes can be scheduled outside the student day and shall be in blocks not less than 20 minutes, where possible. The principal will provide the planning time schedule at least one week in advance and changes will only be made in the event of unforesceable circumstances. c. Except as may be necessitated by G. below, Unit I members will be responsible for determining the use of their planning time in accordance with C. above.	C. Planning Time 1. Unit I members will be provided a half day each quarter once a month for individual Unit I member directed planning time at an alternative worksite of their choice. 2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed: a. Secondary schools: The principal/supervisor shall schedule a minimum continuous block of forty five (45) sixty (60) minutes daily of planning time for each Unit 1 member during the student day. A minimum of two days per week a teacher shall receive planning for a full class period. b. Elementary Schools, Early Childhood Centers, Early Childhood Programs, and Special Education Centers: The principal/supervisor shall schedule a minimum of 240 280 minutes of planning time for each Unit I member per regular work week of five normal workdays of which a minimum of 200 240 minutes shall be scheduled during the student day and in daily blocks of no less than 40 minutes. The additional 40 minutes can be scheduled outside the student day and shall be in blocks not less than 20 minutes, where possible. The principal/supervisor will provide the planning time schedule at least one week in advance and	Hold for study by committee.	PGCEA rejects the referral of any of our workload proposals to a committee.	HOLD - Pending further review

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	d. Elementary, ECC and Regional School	changes will only be made in the event of			
	schedules will reflect transition time between	unforeseeable circumstances.			
	creative arts classes.				
Article 6	D. Collaborative Planning:	N/A	D. Collaborative Planning:		
6.1 Work Year	1. Any non-instructional time labeled as collaborative		D. Conaborative Flamming.		
D. Collaborative Planning	planning shall not be counted towards required minimum		1. Any non-instructional time labeled as collaborative		HOLD - Pending further review
	Planning Time as described in Article 6.2 C.		planning shall not be counted towards required minimum	Reject strike out; maintain current language	
	2. Collaborative Planning shall be based on the following		Planning Time as described in Article 6.2 C.		
	essential tenets:		2. Collaborative Planning shall be based on the following		
	a. Collaborative planning will be scheduled on a regular		essential tenets:		
	basis for teams to engage collaboratively as an		a. Collaborative planning will be scheduled for at least one		
	instructional professional learning community (PLC)		period per week on a regular basis for teams to engage		
	of grade level/content teams, special population service		collaboratively as an instructional professional learning		
	providers and instructional leadership team members.		community (PLC) of grade level/content teams, special		
	b. Collaborative planning is a time to work, study		population service providers and instructional leadership		
	and plan together in a collegial manner to better		team members.	Reject new language; maintain current language	
	understand content, ensure consistent delivery of		team memoers.		
	instruction, analyze student thinking and performance		As noted above, we propose that a committee review the		
	to determine implications for instruction; and share		workload and planning time issues.		
	best practices that will improve teaching and learning		normond and planning time issues.		
	to meet the needs of our students.				
	c. Any non-instructional time labeled as collaborative				
	planning shall not be counted towards the required				
	minimum contractual planning time as described in				
	Article 6.2.C.				
	d. The agenda of Collaborative Planning will be created				
	in alignment with the Prince George's County Public				
	Schools collaborative planning process model with				
	educators in the grade level/content team/department				
	in collaboration with special population service				
	providers and the instructional leadership team. The				
	collective team shall determine which components will				
	be discussed during each planning session in alignment				
Article 6	to the PGCPS collaborative planning process model. E. Substituting				
6.1 Work Year	1. Any Unit I member who volunteers or is assigned to	E. Culturitation			E. Code etitoria
E. Substituting	cover or teach a class other than their regular	E. Substituting 1. Any Unit I member who volunteers or is	All proposals involving a per diem are economic proposals.		E. Substituting
E. Substituting	scheduled assignment shall be compensated in	assigned to cover or teach a class other than	Hold for review as part of full economic proposals.		Any Unit I member who volunteers or is
	addition to their regular pay at the hourly rate of thirty	their regular scheduled assignment shall be	Troid for review as part of full economic proposal.		assigned to cover or teach a class other than
	dollars (\$30.00) for FY23, thirty-two dollars (\$32.00)	compensated in addition to their regular pay at			their regular scheduled assignment shall be
	in FY24 and thirty-four (\$34.00) in FY25 payable in	the their per diem hourly rate of thirty dollars			compensated in addition to their regular pay at
	no less than one (1) hour increments	(\$30.00) for FY23, thirty two dollars (\$32.00)			the their per diem-hourly rate of thirty
	2. In the event that a unit 1 member is absent and no	in FY24 and thirty four (\$34.00) in FY25			dollars (\$30.00) for FY23, thirty two dollars
	substitute is available and the principal divides a class	payable in no less than one (1) hour increments.			(\$32.00) in FY24 and thirty four (\$34.00) in
	between staff members, the unit members to whom the	2. In the event that a unit 1 member is absent and			FY25 thirty-four dollars (\$34.00) payable in
	students are assigned shall be compensated in addition	no substitute is available and the principal	Hold for review as part of full economic proposal.		no less than one (1) hour increments.
	to their regular pay at the hourly rate of thirty dollars	divides a class between staff members, the unit			2. In the event that a unit 1 member is absent and
	(\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24	members to whom the students are assigned			no substitute is available and the principal
	and thirty-four (\$34.00) in FY25 for each instructional	shall be compensated in addition to their regular			divides a class between staff members, the
	period additional students are assigned to them,	pay at the their per diem hourly rate of thirty			unit members to whom the students are
	payable in no less than one hour increments.	dollars (\$30.00) for FY23, thirty two dollars			assigned shall be compensated in addition to
	3. When a Unit I member assigned to a co-taught class	(\$32.00) in FY24 and thirty four (\$34.00) in			their regular pay at the their per diem the
	is absent and no substitute teacher is available the	FY25 (\$30.00) for each instructional period			hourly rate of thirty dollars (\$30.00) for
	remaining co-teacher shall be compensated in addition	additional students are assigned to them,			FY23, thirty two dollars (\$32.00) in FY24 and
	to their regular pay at an hourly rate of thirty dollars	payable in no less than one hour increments.			thirty four (\$34.00) in FY25 (\$30.00) thirty-
	(\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24	3. When a Unit I member assigned to a co-taught			four dollars (\$34.00) for each instructional
	and thirty-four (\$34.00) in FY25 per each student	class is absent and no substitute teacher is	Hold for consideration as part of full economic proposal.		period additional students are assigned to
	instructional hour in no less than half hour increments.	available the remaining co-teacher shall be			them, payable in no less than one hour
		compensated in addition to their regular pay at			increments.

NEW 4 – PGCEA Proposal that would shift the current Item 4 to Item 5	4. The parties agree that the CEO will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms in the event that a Unit 1 member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program.	an their per diem hourly rate of thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25 per each student instructional hour in no less than half hour increments. 4. If any Unit I member is designated by an assigned supervisor to cover the non-classroom duties of another classroom teacher or vacancy, such as lesson planning or grading, in addition to their regular assignment, the Unit I member will be compensated at their per diem hourly rate, in no less than hourly increments for such additional assignments. This language shall apply to department chairs, team leaders, and all other Unit I members in such positions. This language shall also apply to each impacted Unit I member if the duties are divided between multiple staff members. Payments shall be calculated daily at one hour per position assigned for the duration of the assignment. No Unit I member will be required to cover more than 2 additional assignments under this language 5. The parties agree that the CEO Superintendent will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms in the event that if a Unit 1 member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program. 6. School administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable substituting schedule for all Unit I members.	Hold for review as part of full economic proposal. Reject additions to principal duties.	 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 in addition to their regular pay at an their per diem the hourly rate of thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25 thirty-four dollars (\$34.00) per each student instructional hour in no less than half hour increments. If any classroom-based Unit I member is designated by an assigned supervisor to cover the non-classroom duties of another classroom teacher or vacancy, such as lesson planning or grading, in addition to their regular assignment, the Unit I member will be compensated at their per diem hourly rate of thirty-four (\$34.00), in no less than hourly increments for such additional assignments. This language shall apply to department chairs, team leaders, and all other Unit I members in such positions. This language shall also apply to each impacted Unit I member if the duties are divided between multiple staff members. Payments shall be calculated daily at one hour per position assigned for the duration of the assignment. No classroom-based Unit I member will be required to cover more than 2 additional assignments under this language unless there is an emergency. The parties agree that the CEO Superintendent will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms in the event that if a Unit I member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program.
Article 6 6.1 Work Year F. Covering for Non- classroom Based Educators	F. Covering for Non-classroom Based Educators 1. In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work of another Unit I position in addition to their regular	F. Covering for Non-classroom Based Educators 1. In the event a Unit I member is designated by an	Hold for further review and consideration as part of full economic proposal.	negatively impact the instructional program. 6. School administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable substituting schedule for all Unit I members. Reject additions to principal duties. F. Covering for Non-classroom Based Educators 1. In the event a Unit I member is designated by
classroom Based Educators	another Unit I position in addition to their regular assignment, the Unit I member shall be compensated	In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work		In the event a Unit I member is designated by an assigned supervisor to cover the
	thirty dollars (\$30.00) for FY23, thirty-two dollars	of another Unit I position in addition to their		caseload/work of another Unit I position
	(\$32.00) in FY24 and thirtyfour (\$34.00) in FY25 per	regular assignment, the Unit I member shall be		member in addition to their regular
	hour, in no less than one hour increments for such	compensated thirty dollars (\$30.00) for FY23,		assignment, the Unit I member shall be
	additional assignment.	thirty two dollars (\$32.00) in FY24 and		compensated thirty-four dollars (\$34.00) per
	2. In the event a non-classroom-based educator is	thirtyfour (\$34.00) in FY25 per hour at their per		hour thirty dollars (\$30.00) for FY23, thirty
	absent, and the principal/ supervisor divides the	diem hourly rate, in no less than one hour		two dollars (\$32.00) in FY24 and thirtyfour
	work/caseload between multiple staff members, the	increments for such additional assignment.		(\$34.00) in FY25 per hour at their per diem
	unit members to whom the work is assigned shall be	2 In the expent a new alcount to the day		hovely note in no loos there are hove
	unit members to whom the work is assigned shall be compensated, in addition to their regular pay, thirty	 In the event a non-classroom-based educator is absent, and the principal/ supervisor divides the 		hourly rate, in no less than one hour increments for such additional assignment.

	dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirtyfour (\$34.00)	work/caseload between multiple staff members, the unit members to whom the work is assigned shall be compensated, in addition to their regular pay, thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirtyfour (\$34.00) in FY25 per hour at their per diem hourly rate in no less than hourly increments.		2. In the event a non-classroom-based educator is absent, and the principal/supervisor divides the work/caseload between multiple staff members, the unit members to whom the work is assigned shall be compensated, in addition to their regular pay, thirty-four dollars (\$34.00) per hour thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirtyfour (\$34.00) in FY25 per hour at their per diem hourly rate in no less than hourly increments.
Article 6 6.1 Work Year G	G. 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 does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay at the hourly rate of thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirty-four (\$34.00) in FY25 in no less than half hour increments for that planning period. This entitlement does not include days where the school system has a delayed opening or early dismissal.	G. 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 does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay at the their per diem hourly rate-of thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25 in no less than half hour increments for that planning period. This entitlement does not include days where when the school system has a delayed opening or early dismissal.	Hold for further review and consideration as part of full economic proposal.	G. 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 does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay at the at the their per diem hourly rate of thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25 thirty-four dollars (\$34.00) in no less than half hour increments for that planning period. This entitlement does not include days where when the school system has a delayed opening or early dismissal.
Article 6 6.1 Work Year I	I. Occasionally Unit I members may be called upon to use their non-teaching time to cover unscheduled situations not normally part of their regular assignment. Such assignment shall be on an equitable basis.	I. Occasionally Unit I members may be called upon to use their non-teaching time to cover unscheduled situations not normally part of their regular assignment. Such assignment shall be on an equitable basis		Reject – maintain current language as it speaks to PGCEA's proposal in 6.1.E.6.
Article 6 6.1 Work Year M. NON SCHOOL BASED SCHEDULES Proposed structure change to have provision a and b. NEW Provision b	M. NON SCHOOL BASED SCHEDULES Non School-Based Unit I members, may, in coordination and approval of their supervisor, adjust their weekly work schedule as these educators and their supervisor determine given the priorities and scope of the work. Requests for adjustments will not be unreasonably denied.	a. Non School-Based Unit I members, may, in coordination and approval of their supervisor, adjust their weekly work schedule as these educators and their supervisor determine given the priorities and scope of the work. Requests for adjustments will not be unreasonably denied. b. Unit I Members assigned to the Special Education Infants and Toddlers Program will work with their supervisor to determine when they need to be at their base location. At times it is not necessary to be at their base location to fulfill their assigned duties.	There is an expectation of increased responsibilities as teachers progress up the career ladder. These "other teacher activities" should be studied by the proposed committee. We will review.	Same as 3/18/25
Article 7 F	Article 7 – Teacher Assignment F. The principal shall be responsible for obtaining substitutes for classroom teachers who are absent. Unit I	F. The principal shall be responsible for obtaining substitutes for classroom teachers who are	F. The principal shall be responsible for obtaining substitutes for classroom teachers who are absent. Unit I	TA

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	members shall not be responsible for finding substitutes for their primary or assigned duties, such as arrival, lunch, or dismissal duties if they are going to be absent from work.	absent. Unit I members shall not be responsible for finding substitutes for their primary or assigned duties, such as arrival, lunch, or	members shall not be responsible for finding substitutes for their primary or assigned duties, such as arrival, lunch, or dismissal duties if they are going to be absent		
		dismissal duties if they are going to be absent from work.	from work. Agreed		
Article 7 L	L. 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. 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. 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. 3. Unit I members have the option of determining their worksite on the five (5) days per school year articulated in this section. 4. PGCPS shall create a separate absence code for the tracking of these days.	 L. Special Education teachers and support and related service providers will be released from teaching and other duties at least five (5) days per school year to work on paperwork/IEP/IFSP. compliance. These days will be scheduled through agreement between the teacher/related service provider and principal/supervisor 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. 1. The 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 paperwork/IEP/IFSPs. 3. Unit I members have the option of determining their worksite on the five (5) days per school year articulated in this section. 4. PGCPS shall create a separate absence code for the tracking of these days. 	 L. Special Education teachers and licensed Unit 1 support and related service providers will be released from teaching and other duties at least five (5) days per school year to work on paperwork/IEP/IFSP. compliance. These days will be scheduled through agreement between the teacher/related service provider and principal/supervisor 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. 1. The 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 paperwork/IEP/IFSPs and related documentation. 3. Unit I members have the option of determining their worksite on the five (5) days per school year articulated in this section. 4. PGCPS shall create a separate absence code for the tracking of these days. 	PGCEA Agrees with PGCPS changes	TA
Article 7 NEW M	NEW	 M. General Education classroom teachers in subjects with mandatory common assessments and benchmarks requiring hand-scoring will be released from teaching and other duties at least four (4) days per school year to work on scoring district-/school-mandated assessments. These days will be scheduled through agreement between the teacher and principal with no more than one (1) 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. 1. The agreed 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 scoring and data analysis. 3. Unit I members have the option of determining their worksite on the four (4) days per school year articulated in this section. 4. PGCPS shall create a separate absence code for the tracking of these days. 	Hold for review. We have a concern about test security and length of time. Should not take 4 days. M. General Education classroom teachers in subjects with mandatory common assessments and benchmarks requiring hand-scoring will be released from teaching and other duties at least four (4) days per school year to work on scoring district-/school-mandated assessments. These days will be scheduled through agreement between the teacher and principal with no more than one (1) 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. 1. The agreed 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 scoring and data analysis. 3. Unit I members have the option of determining their worksite on the four (4) days per school year articulated in this section. This proposal impacts test security protocols. 4. PGCPS shall create a separate absence code for the tracking of these days.	PGCEA hold to proposed language of 3/4/25	Same as 3/18/25

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Article 8 E	Article 8 – Non-Teaching Duties E. Attendance at meetings of Unit I members called for purposes directly related to the educational process shall be required duty. Faculty and other Unit I member meetings shall require notification at least forty-eight (48) hours in advance except in emergencies and shall not last more than one hour before or after the student day. Except in emergencies there shall be no more than two general faculty meetings per month excluding the months of August and June when three general faculty meetings may be held each month. Unit I members will not be required to attend more than two meetings per month that extend beyond the normal duty day including the general faculty meetings. Unit I members at elementary schools will not be required to attend more than four mandatory staff and/or professional development meetings per month during the duty day. The principal/supervisor will be responsible for sharing a tentative faculty/staff meeting schedule/calendar with the staff within the first ten (10) duty days of the 10-month employee calendar.	E. Attendance at meetings of Unit I members called for purposes directly related to the educational process shall be required duty. Faculty and other Unit I member meetings shall require notification at least forty-eight (48) hours in advance except in for emergencies and shall not last more than one hour before or after the student day. Except in for emergencies there shall be no more than two general faculty meetings per month excluding the months of August and June when three general faculty meetings may be held each month. Unit I members will not be required to attend more than two meetings per month that extend beyond the normal duty day including the general faculty meetings. Unit I members at elementary schools will not be required to attend more than four mandatory staff and/or professional development meetings per month during the duty day. The principal/supervisor will be responsible for sharing a tentative faculty/staff meeting schedule/calendar with the staff within the first ten (10) duty days of the 10-month employee calendar.	We will review the impact upon middle and high schools.		Same as 3/18
Article 8 F	F. Unit I members are encouraged to take an active role in the school parent organization and each Unit I member is required to attend Back-to-School Night. Unit I members with multiple school assignments shall only be required to attend Back-to-School events at their base school.	F. Unit I members are encouraged to take an active role in the school parent organization and each Unit I member is required to attend one Back-to-School Night event. Unit I members with multiple school assignments shall only be required to attend one Back-to-School event at their base school.	F. Unit I members are encouraged to take an active role in the school parent organization and each Unit I member is required to attend one Back-to-School Night event. Unit I members with multiple school assignments shall only be required to attend one Back-to-School event at their base school. Reject. Maintain current language. Some schools have different events.	EA holds to 3/4/24 Proposal	Same as 3/18/25
Article 8 I	I. Classroom teachers will be required to input student attendance data daily except on days the classroom teacher is on approved leave. Classroom teacher responsibilities for parental contact will be limited to Administrative Procedure 5113. Additionally, Administrative Procedure 5113 will be reviewed for recommended changes by January 30, 2023.	L Classroom teachers will be required to input student attendance data daily except on days the classroom teacher is on approved leave. Classroom teacher responsibilities for parental contact will be limited to submission of attendance through the online student information system (SIS). School attendance personnel shall contact the parent(s)/guardian(s) of students who have missed 10% or more days in a quarter. Administrative Procedure 5113. Additionally, Administrative Procedure 5113 will be reviewed for recommended changes by January 30, 2023	I. Classroom teachers will be required to input student attendance data daily except on days the classroom teacher is on approved leave. Classroom teacher responsibilities for parental contact will be limited to submission of attendance through the online student information system (SIS). School attendance personnel shall contact the parent(s)/guardian(s) of students who have missed 10% or more days in a quarter. Administrative Procedure 5113. Additionally, Administrative Procedure 5113 will be reviewed for recommended changes by January 30, 2023. We can't negotiate in Unit 1 the assignments of staff in other bargaining units. We can agree to the changes in the second sentence as noted.		Same as 3/18/25
Article 8 J	J. Classroom teachers will input grades according to the PGCPS Grading Procedures and conference/communicate with parents/caregivers on scheduled parent-teacher conference days, upon the request of the parent or as deemed necessary by the classroom teacher.	J. Classroom teachers will input grades according to the PGCPS Grading Procedures and conference/communicate with parents/caregivers on scheduled parent-teacher conference days, upon the request of the parent or as deemed necessary by the classroom teacher. Grades imputed into Synergy (or other PGCPS grade management software) represent the most efficient method to communicate student progress to caregivers. Teachers will not be required to communicate grades outside of Synergy.	Hold pending review of PGCPS grading audit.		Same as 3/18

Article 8		K. Unit I members shall not be required to input grades for	K. Unit I members shall not be required to input grades for students	PGCEA holds to proposed language of 3/4/25	
NEW K	NEW	students they do not teach unless they are compensated for	they do not teach unless they are compensated for doing so under		Same as 3/18/25
		doing so under Article 6.2 E. 4.	Article 6.2 E. 4. Reject.		
			Department chairs are already compensated. Level 3 and 4		
			teachers are expected to take on additional responsibilities.		
Article 8 NEW L	NEW	L. PGCPS and PGCEA jointly recognize the importance of timely and accurate communication of student academic and behavioral performance to students and their caregivers. To ensure that current policies best promote this goal, a workgroup will convene October 2025 - May 2026 to propose grading policy revisions aligned with research-based best practices. Workgroup members will be recommended in equal measure by PGCEA and PGCPS with no more than 16 members. The workgroup will be cochaired by PGCPS and PGCEA. The workgroup will make recommendations by June 1, 2026, to the Superintendent or designee for consideration.	L. PGCPS and PGCEA jointly recognize the importance of timely and accurate communication of student academic and behavioral performance to students and their caregivers. To ensure that current policies best promote this goal, a workgroup will convene October 2025 - May 2026 to propose grading policy revisions aligned with research-based best practices. Workgroup members will be recommended in equal measure by PGCEA and PGCPS with no more than 16 members. The workgroup will be co-chaired by PGCPS and PGCEA. The workgroup will make recommendations by June 1, 2026, to the Superintendent or designee for consideration. This should go into an MOU, not the contract.	PGCEA holds to proposed language of 3/4/25	Same as 3/18/25

PGCEA March 11, 2025, Safe Work and Learning Environments Proposals - PGCPS March 18, 2025, Response

Article Section Title Alpha Number (& Letter if applicable) Article 8 NEW D (will change the order of the items that follow)	Current language Article 8 – Non-Teaching Duties NEW	D. Unit 1 Members shall not be assigned to crossing guard duties. PGCPS will work with Prince George's County Government to provide appropriate school crossing guards and traffic	D. Unit 1 Members shall not be assigned to crossing guard duties. PGCPS will work with Prince George's County Government to provide appropriate school crossing guards and traffic calming devices at all school sites. We	PGCEA Response – March 25, 2025	PGCPS Response Same as 3/18/25
		calming devices at all school sites.	will continue to review this proposal. Crossing guards are not just provided by the County but by municipalities as well.		
Article 13 H	Article 13 – Employee Rights H. 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.	H. Following fifteen (15) duty days Unit I members can request a written update to a submitted maintenance request form. Response A status update on the request from the administration shall be provided by the administration within three (3) duty days and thereafter on a weekly basis until the work order is resolved.	H. Following fifteen (15) duty days Unit I members can request a written update to a submitted maintenance request form. Response A status update on the request from the administration shall be provided by the administration within three (3) duty days and thereafter on a weekly basis until the work order is resolved. We will continue to review this proposal that may have a significant workload impact upon other bargaining units.		Same as 3/18/25
Article 14 A. Provisions of General Facilities and Supplies	Article 14 – Educator Facilities, Equipment, and Supplies	A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.	A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.		Same as 3/18/25
NEW A.19	NEW (19 rather than 20)	Classroom and office doors in all schools or other sites where student programs or services	19. Classroom and office doors in all schools or other sites where student programs or services are housed shall have intruder door hardware (such as Red Button Locks) installed and kept in working	Hold on Proposed Language A 20 from 3/11/25.	

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		are housed shall have intruder door hardware (such as Red Button Locks) installed and kept in working condition.	condition. We should create a committee to review facility safety improvements and make recommendations to the Superintendent.		
Article 14 E	E. Whenever possible PGCPS will avoid using temporary classrooms at regional schools serving students with profound/significant physical disability or at Early Childhood Centers for classrooms.	E. Whenever possible PGCPS will avoid shall not using use temporary classrooms at Early Childhood Centers, regional schools or in specialty programs schools serving students with profound/significant physical disability or at Early Childhood Centers for classrooms.	E. Whenever possible PGCPS will avoid shall not using use temporary classrooms at Early Childhood Centers, regional schools or in specialty programs schools serving students with profound/significant physical disability or at Early Childhood Centers for classrooms. Reject. Maintain current language, but consider combining E and F.	Hold on Proposed Language E & F from 3/11/25	Same as 3/18/25
Article 14 NEW F (moves all following provisions down)	NEW	F. Whenever possible PGCPS will avoid using temporary classrooms for students in pre-kindergarten, kindergarten, first grade, or second grade. In cases when pre-kindergarten, kindergarten, first grade, or second grade classes are assigned to temporary classrooms an explanation including a safety plan will be provided to impacted Unit I members and parent/caregivers.	F. Whenever possible PGCPS will avoid using temporary classrooms for students in at Early Childhood Centers, regional schools or in specialty programs serving students with profound/significant disabilities, pre-kindergarten, or kindergarten., or in specialty programs first grade, or second grade. In cases when pre-kindergarten, kindergarten, first grade, or second grade classes are assigned to temporary classrooms an explanation including a safety plan will be provided to impacted Unit I members and parent/caregivers. Safety Plans are available	Hold on Proposed Language E & F from 3/11/25	Same as 3/18/25
Article 24 D	Article 24 – School Quality and Improvement D. 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.	A. The administration will continue to support the effort to implement Restorative Practices in all newly selected schools. The readiness survey will be administered in selected schools by the administration and the 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. Any school identified as a Restorative Practices School shall have a Restorative Practices Coordinator.	The administration will continue to support the effort to implement Restorative Practices in all newly selected schools. The readiness survey will be administered in selected schools by the administration and the 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. Any school identified as a Restorative Practices School shall have a Restorative Practices Coordinator. We decline to negotiate the creation and assignment of positions. Such determinations fall within the non-negotiable authority of the Board and the Superintendent.	Hold on Proposed Language D, E, & F 3/25/25	Same as 3/18/25
NEW E	NEW – replace existing E	PGCPS will enact Restorative Practices at each state identified Community School. Each community school will have a Restorative Practices Coordinator. The Restorative Practices Coordinator will receive a compensatory emolument for his/her.	E. PGCPS will enact Restorative Practices at each state identified Community School. Each community school will have a Restorative Practices Coordinator. F. The Restorative Practices Coordinator will receive a	Hold on Proposed Language D, E, & F 3/25/25	
F	F. 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.	service shall be a full time Unit I position selected from the current Unit I members at that school site. Unit I members will have the first opportunity to apply for the position. Restorative Practices Coordinators shall be placed on Differential Schedule A.	compensatory emolument for his/her service shall be a full time Unit I position selected from the current Unit I members at that school site. Unit I members will have the first opportunity to apply for the position. Restorative Practices Coordinators shall be placed on Differential Schedule A. We decline to negotiate the creation and assignment of positions. Such determinations fall within the non-negotiable authority of the Board and the Superintendent. Maintain current language.	Hold on Proposed Language D, E, & F 3/25/25	

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Article 24 NEW H	NEW	H. The Office of Safety and Security shall provide quarterly reports to the Board of Education documenting areas of concern and identifying opportunities to eliminate safety threats in school traffic routes within and around schools and other PGCPS work sites. These reports will be shared with PGCEA and made available to the public. Schools will be provided with a system to refer traffic patterns within and around schools which are dangerous to students, staff, and the community for analysis and action to the Office of Safety and Security. Services.	H. The Office of Safety and Security shall provide quarterly reports to the Board of Education documenting areas of concern and identifying opportunities to eliminate safety threats in school traffic routes within and around schools and other PGCPS work sites. These reports will be shared with PGCEA and made available to the public. We decline to negotiate the requirement that a non-bargaining unit position (Office of Safety and Security) create reports to the Board. This is not a lawful subject of collective bargaining. Such requirements are within the prerogative of the Board. Portions of some safety and security reports cannot be made available to the public because the disclosure might compromise school safety. See Gen. Prov. Art. §4-339.	Hold on Proposed Language H & Camp; I 3/25/25	Same as 3/18/25
			Schools will be provided with a system to refer traffic patterns within and around schools which are dangerous to students, staff, and the community for analysis and action to the Office of Safety and Security. Services. Consider as part of a committee.		
Article 24 NEW I	NEW	I. PGCPS shall establish a county-wide committee to examine and make recommendations to make school lunches healthier and more inclusive of different dietary needs. This committee shall include a broad membership of stakeholders including but not limited to PGCPS administration, Unit I and other bargaining unit members, parents/care givers, students, and community members. The PGCEA president shall appoint the Unit I members. The Committee shall meet at least bi-monthly starting in September of 2025. The committee shall issue a report, including recommendations to the Superintendent, Board of Education, bargaining units and the public by May 1, 2026.	I. PGCPS shall establish a county-wide committee to examine and make recommendations to make school lunches healthier and more inclusive of different dietary needs. This committee shall include a broad membership of stakeholders including but not limited to PGCPS administration, Unit I and other bargaining unit members, parents/care givers, students, and community members. The PGCEA president shall appoint the Unit I members. The Committee shall meet at least bi monthly starting in September of 2025. The committee shall issue a report, including recommendations to the Superintendent, Board of Education, bargaining units and the public by May 1, 2026. This is not a lawful subject of collective bargaining. The food service department is not in the PGCEA bargaining unit. We decline to negotiate.		Same as 3/18/25
	NEW	J. Every child has the right to a free public school education, regardless of immigration status. The Board and PGCEA jointly commit to defend the right of all students to a free and safe learning environment to the extent permitted by law. Upon requests by ICE agents to enter PGCPS school grounds or to obtain or review PGCPS records, employees shall immediately notify administration who will respond in accordance with system procedures and protocols and with support from central office leadership and legal counsel.	H. Every child has the right to a free public school education, regardless of immigration status. The Board and PGCEA jointly commit to defend the right of all students to a free and safe learning environment to the extent permitted by law. This is not a lawful subject of collective bargaining. We decline to negotiate. Upon requests by ICE agents to enter PGCPS school grounds or to obtain or review PGCPS records, employees shall immediately notify administration who will respond in accordance with system procedures and protocols and with support from central office leadership and legal counsel. This is not a lawful subject of collective bargaining for the PGCEA bargaining unit. We will follow COMAR 13A.08.01.12, COMAR 13A.08.01.13, FERPA, and MSDE Guidance https://marylandpublicschools.org/about/pages/dsfss/immigrati on.aspx, but we decline to negotiate.		Same as 3/18/25

Article 13	Article 13 – Employee Rights			
A	A. Any complaints regarding Unit I member made in writing to any member of the administration by any parent, student, or other person which are or may be used in any manner in evaluating a Unit I member shall be processed according to the procedure as follows: The principal or immediate supervisor shall meet with the Unit I member to apprise the Unit I member of the full nature of the complaint and they shall attempt to resolve the matter informally. Unit I members will be provided with a copy of the complaint if it is going to be used in any way to adversely affect their employment. Any discipline of any Unit I member by a principal/supervisor shall be conducted in private.	A. Any complaints regarding a Unit I member made in writing or otherwise communicated to any member of the administration by any parent, student, or other person which are or may be used in any manner in evaluating a Unit I member or issuing a corrective action, shall be processed according to the procedure as follows: The principal or immediate supervisor shall meet with the Unit I member to apprise the Unit I member of the full nature of the complaint and they shall attempt to resolve the matter informally. Unit I members will be provided with a copy of the complaint if it is going to be used in any way to adversely affect their employment. Any discipline of any Unit I member by a principal/supervisor shall be conducted in private and the Unit member shall have the right to union representation.	A. Any complaints regarding a Unit I member made or recorded in writing or digital format otherwise communicated to any member of the administration by any parent, student, or other person which are or may be used in any manner in evaluating a Unit I member or issuing a corrective disciplinary action, shall be processed according to the procedure as follows: The principal or immediate supervisor shall meet with the Unit I member to apprise the Unit I member of the full nature of the complaint and they shall attempt to resolve the matter informally. Unit I members will be provided with a copy of the complaint if it is going to be used in any way to adversely affect their employment. Any discipline of any Unit I member by a principal/supervisor shall be conducted in private and the Unit member shall have the right to union representation provided that the request for representation does not unreasonably delay the meeting.	Same as 3/18/25
Article 13 B	B. During the time of employment, a Unit I member shall be notified of any material of which the Unit I member does not have a copy and which is to be entered into that Unit I member's personnel file. At the Unit I member's request and expense, a copy of such material will be provided. No material of a confidential nature necessary precedent to employment or other letters of reference will be available to the Unit I member.	During the time of employment, a Unit I member shall be notified of any material of which the Unit I member does not have a copy, and which is to be entered into that Unit I member's personnel file. At the Unit I member's request and expense, a copy of such material will be provided. No material of a confidential nature necessary precedent to employment or other letters of reference will be available to the Unit I member.	Agreed	Same as 3/18/25
Article 13 C	C. Unit I members may personally review their own personnel file, except for confidential reference material, by submitting in writing a letter to the Office of Records and Verification. Such persons shall be able to review their file within ten (10) days after receipt of request. If, upon review of the personnel file, Unit I member determines there is material of a negative nature contained therein, the Unit I member may submit a letter of explanation or rebuttal to be inserted in the personnel file.	Unit I members may personally review their own personnel file, except for confidential reference material, by submitting in writing a letter to the Office of Records and Verification. Such persons Unit members shall be able to review their file within ten (10) workdays after receipt of request. If, upon review of the personnel file, the Unit I member determines there is material of a negative nature contained therein, the Unit I member may submit a letter of explanation or rebuttal to be inserted in the personnel file.	Unit I members may personally review their own personnel file, except for confidential reference material, by submitting in writing a letter to the Office of Records and Verification. Such persons Unit members shall be able to review their file within ten (10) business workdays after receipt of request. If, upon review of the personnel file, the Unit I member determines there is material of a negative nature contained therein, the Unit I member may submit a letter of explanation or rebuttal to be inserted in the personnel file.	Same as 3/18/25
Article 13 D	D. No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause. 1. Due process rights shall include the right for the Unit I member to have an Association representative present at any meeting or hearing (where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action. As a general rule, employee evaluation conferences are not conducted as disciplinary in nature. The existing legal and contractual rights of the Board of Education and its Unit I member as represented by PGCEA with respect to suspension or dismissal of Unit I members by the Chief Executive Officer or by the Board of Education and the existing legal and contractual rights regarding the issuance of Second Class Certificates and the classification of certificates by the Chief Executive Officer shall remain in effect during the term of this Agreement.	No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause. 1. Due process rights shall include the right of the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action: a. the right for the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action. b. the Unit I member being informed of the specific allegation(s) against them before being asked to provide any incident statements or attend any interview.	No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause. 1. Due process rights shall include the right of the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action: 2. the right for the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action provided that the request for representation does not unreasonably delay the meeting. 3. the Unit I member being informed of the specific allegation(s) against them before being asked to provide any incident statements or attend any interview.	No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause. 1. Due process rights shall include the right of the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action.: a. Upon their election to do so, Unit I members have the right for the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action, provided that the request for representation does not unreasonably delay the meeting. b. the Unit I member being informed of the specific allegation(s) against them before being asked to

NEW 1.a-d		 Timely Investigation a. PGCPS will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying. b. Prompt Investigation: All reports will be investigated promptly and thoroughly by trained personnel. The investigation will begin within 48 hours of the report and be completed within 20 workdays. c. Transparency: The complainant will be kept informed of the investigation's progress and outcome. d. Protection from Retaliation: Unit I members who report incidents will be protected from retaliation. Complaints of retaliation will be 	1. Timely Investigation a. PGCPS will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying. b. Prompt Investigation: All reports will be investigated promptly and thoroughly by trained personnel. The investigation will begin within 48 hours of the report and be completed within 20 workdays. c. Transparency: The complainant will be kept informed of the investigation's progress and outcome. d. Protection from Retaliation: Unit I members who report incidents in good faith will be protected from retaliation. Complaints of retaliation will be investigated promptly, and appropriate consequences will be developed and enforced.	4170 and 4185.
Article 13 I	I. 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.	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.	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.	Reject – Maintain the current NA language. This is covered under PGCPS Administrative Procedures
	2. A Unit I member temporarily reassigned to an alternate location as a result of an investigation conducted solely by the school system shall not be reassigned for a period greater than 45 days without a final report being issued and a decision being made by the Director of Employee Labor Relations Office (ELRO) regarding the Unit I member's employment status. If extenuating circumstances prevent a final report from being issued or a decision made regarding the Unit I member's status within 45 days, the Director of ELRO shall notify the Unit I member as soon as practicable and the temporary assignment shall continue.	c. the right to a formal hearing within thirty (30) workdays where Unit members can examine any evidence against them and respond to allegations. The final determination in the case will be issued within 30 days of the hearing. d. Generally, employee evaluation conferences are not conducted as disciplinary in nature. e. The existing legal and contractual rights of the Board of Education and its Unit I member as represented by PGCEA with respect to suspension or dismissal of Unit I members by the Chief Executive Officer Superintendent or by the Board of Education and the existing legal and contractual rights regarding the issuance of Second Class Licenses/Certificates and the classification of licenses/certificates by the Chief Executive Officer Superintendent shall remain in effect during the term of this Agreement. 2. A Unit I member temporarily reassigned to an alternate location as a result because of an investigation conducted solely by the school system, or from the time an external investigation is closed, shall not be reassigned for a period greater than 45 days without a final report being issued and a decision being made by the Director of Employee Labor Relations Office (ELRO) regarding the Unit I member's employment status. If extenuating circumstances prevent a final report from being issued or a decision on the employee status from being made regarding the Unit I member's status within 45 days, the Director of ELRO shall notify the Unit I member immediately as soon as practicable and the temporary assignment shall continue.	 the right to a formal hearing within thirty (30) workdays where Unit members can examine any evidence against them and respond to allegations. The final determination in the case will be issued within 30 days of the hearing. Generally, employee evaluation conferences are not conducted as disciplinary in nature. The existing legal and contractual rights of the Board of Education and its Unit I member as represented by PGCEA with respect to suspension or dismissal of Unit I members by the Chief Executive Officer Superintendent or by the Board of Education and the existing legal and contractual rights regarding the issuance of Second Class Licenses/Certificates and the classification of licenses/certificates by the Chief Executive Officer Superintendent shall remain in effect during the term of this Agreement. A Unit I member temporarily reassigned to an alternate location as a result because of an investigation conducted solely by the school system, or from the time an external investigation is closed, shall not be reassigned for a period greater than 45 days without a final report being issued and a decision being made by the Director of Employee Labor Relations Office (ELRO) regarding the Unit I member's employment status. If extenuating circumstances prevent a final report from being issued or a decision on the employee status from being made regarding the Unit I member's atoms within 45 days, the Director of ELRO shall notify the Unit I member immediately as soon as practicable and the temporary assignment shall continue. We cannot agree to "immediately". As soon as practicable should remain – especially since this provision applies "extenuating circumstances." 	provide any incident statements or attend any interview. e. the right to a formal hearing within thirty (30) workdays where Unit members can examine any evidence against them and respond to allegations. The final determination in the case will be issued within 30 days of the hearing. d. Generally, employee evaluation conferences are not conducted as disciplinary in nature. e. The existing legal and contractual rights of the Board of Education and its Unit I member as represented by PGCEA with respect to suspension or dismissal of Unit I members by the Chief Executive Officer Superintendent or by the Board of Education and the existing legal and contractual rights regarding the issuance of Second Class Licenses/Certificates and the classification of licenses/certificates by the Chief Executive Officer Superintendent shall remain in effect during the term of this Agreement. 2. A Unit I member temporarily reassigned to an alternate location as a result because of an investigation conducted solely by the school system, or from the time an external investigation is closed, shall not be reassigned for a period greater than 45 days without a final report being issued and a decision being made by the Director of Employee Labor Relations Office (ELRO) regarding the Unit I member's employment status. If extenuating circumstances prevent a final report from being issued or a decision on the employee status from being made regarding the Unit I member's status within 45 days, the Director of ELRO shall notify the Unit I member immediately as soon as practicable and the temporary assignment shall continue. We cannot agree to "immediately". As soon as practicable and the temporary assignment shall continue. We cannot agree to "immediately". As

		investigated promptly, and appropriate		
		consequences will be developed and enforced.		
Article 13	NEW			
NEW K		K. Unit I members shall not be compelled to communicate or otherwise interact with parent(s)/guardian(s) who have demonstrated harassing behaviors (including but not limited to assault, threats, profane remarks, defamation, and excessive contact).	K. Except as otherwise required by law (e.g., IEP meetings), Unit I members shall not be compelled to attend 1:1 in- person meetings communicate or otherwise interact with parent(s)/guardian(s) whom the school administration determines to have demonstrated harassing behaviors (including but not limited to assault, threats, profane remarks, defamation, and excessive contact).	Same as 3/18/25
Article 14	Article 14 – Educator Facilities, Equipment and			
NEW A.5	Supplies A. 5. NEW (insert between existing A4 and A5)	 Itinerant instructional Unit I members shall be provided with securable classrooms for the instruction of their students at each school they are assigned. 	5. Itinerant instructional Unit I members shall be provided with securable locations elassrooms for the instruction of their students at each school they are assigned.	Same as 3/18/25
Article 14	5. A restroom(s) reserved for the exclusive use of faculty	6. Accessible restroom(s) reserved for the	6. Accessible restroom(s) reserved for the exclusive use	
6	and staff. The restroom is to be kept clean and adequately supplied. It is understood that common facilities used by the staff must be maintained in an orderly condition by those using the facilities.	exclusive use of faculty and staff. The Faculty restrooms is are to be labeled as such, kept clean, and adequately supplied. It is understood that common facilities used by assigned for use by the staff must be maintained in an orderly condition by those using the facilities.	of faculty and staff. The Faculty/staff restrooms is are to be labeled as such, kept clean, and adequately supplied. It is understood that common facilities used by assigned for use by the staff must be maintained in an orderly condition by those using the facilities.	Same as 3/18/25
Article 14	16. Unit I members shall receive \$100 during the first 30			
16	days of the school year for SY 23, SY 24, and SY 25 for supplies, materials, and other items used in the workplace.	18. Unit I members shall receive \$\frac{\$100}{\text{ five hundred}}\$ dollars (\$500.00) during the first 30 days of the each school year for \$\frac{\$Y 23, \$Y 24, and \$Y 25}\$ for supplies, materials, and other items used in the workplace.	18. Unit I members shall receive up to \$\frac{\$100 \text{ five}}{\text{hundred dollars}}\$ (\$\	18. Unit I members shall receive \$100 five two hundred dollars (\$200.00) (\$500.00) during the first 30 days of the each school year for \$Y 23, \$Y 24, and \$Y 25 for the reimbursement of costs incurred for the purchase of supplies, materials, and other items used in the workplace.
Article 14	NEW			
NEW 21		21. PGCPS Employee Badges shall be replaced on a five-year cycle. Badges that are stolen or damaged at no fault of the employee shall be replaced at no cost to the Unit I member.	21. PGCPS Employee Badges shall be replaced as needed on a five year cycle. Badges that are stolen or damaged at no fault of the employee shall be replaced at no cost to the Unit I member. HOLD - We are still reviewing.	Same as 3/18/25
Article 15	Article 15 - Classroom Management and Discipline			
C.	C. Classroom management is the responsibility of the Unit I member. Procedures for handling disruptive students both within and without the classroom will be developed in accordance with PGCPS policies and procedures in each school by the principal or duly appointed designee and the faculty, including input by the Faculty Advisory Council.	C. Classroom management is the responsibility of the Unit I member. Procedures for handling disruptive students both in and out of within and without the classroom will be developed in accordance with PGCPS policies and procedures in each school by the principal or duly appointed designee and the faculty, including input by the Faculty Advisory Council. Procedures will be available to staff in writing. Such procedures shall be finalized before the students' first day of school, but changes may be made during the school year with input from the staff and Faculty Advisory Council.	C. Classroom management is the responsibility of the Unit I member. Procedures for handling disruptive students both in and out of within and without the classroom will be developed in accordance with PGCPS policies and procedures in each school by the principal or duly appointed designee and the faculty, including input by the Faculty Advisory Council. Procedures will be available digitally to staff in writing. Such procedures shall be finalized before the students: prior to the first day of school for students, but changes may be made during the school year with or without input from the staff and Faculty Advisory Council.	Same as 3/18/25
Article 15	NEW		D. Instances of significant or repeated student misconduct,	
		D. Instances of significant or repeated student	classroom disruption, or insubordination shall be documented	
NEW D		misconduct, classroom disruption, or	by the Unit I member on the PGCPS discipline referral form	
		more than the state of the stat	,	1

	insubordination shall be documented by the	and submitted to the administration. The administration shall	
	Unit I member on the PGCPS discipline referral	promptly return the discipline referral form to the Unit I	
	form and submitted to the administration. The	member within four (4) workdays, noting the action taken to	
	administration shall return the discipline referral	address the misconduct. In the event the principal fails to take	
	form to the Unit I member within four (4)	any action within four (4) workdays, or if the Unit I member is	
	workdays, noting the action taken to address the	not satisfied with the action indicated, the Unit I member may	
	misconduct. In the event the principal fails to	request that the situation be reviewed by the Instructional	
	take any action within four (4) workdays, or if	Director. The principal's decision is to be implemented pending	
	the Unit I member is not satisfied with the	a review by the Instructional Director which is to be completed	
		within seven (7) workdays of receipt of the Unit I member's	
	action indicated, the Unit I member may request	request. However, if the Instructional Director does not	
	that the situation be reviewed by the	eomplete the review within seven (7) workdays the Unit	
	Instructional Director. The principal's decision		
	is to be implemented pending a review by the	member may request a review by the Associate Superintendent.	
	Instructional Director which is to be completed	The Associate Superintendent shall have seven (7) workdays to	
	within seven (7) workdays of receipt of the Unit	complete a review and respond to the Unit I member.	
	I member's request. However, if the		
	Instructional Director does not complete the		
	review within seven (7) workdays the Unit		
	member may request a review by the Associate		
	Superintendent. The Associate Superintendent		
	shall have seven (7) workdays to complete a		
	review and respond to the Unit I member.		
1 11 15	NEW		
Article 15	NEW		
	H. Unit I members will not be subject to a student	H. Unit I members will not be subject to a student hitting,	Same as 3/18/25
NEW H	hitting, spitting, biting, and throwing objects.	spitting, biting, and throwing objects. Any student	Same as 3/18/25
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed	Same as 3/18/25
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to	Same as 3/18/25
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and	Same as 3/18/25
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the	Same as 3/18/25
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and	Same as 3/18/25
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the	Same as 3/18/25
NEW H	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program.	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the	
	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program.	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program.	I. Unit I members assigned to programs/classes with
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with	Unit I members assigned to programs/classes with students who have behavioral manifestations which
NEW H	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting,
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training,	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and
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NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to impacted staff before the
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety.	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to impacted staff before the start of the student school year	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to impacted staff before the start of the student school year as necessary
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to impacted staff before the
NEW H Article 15	hitting, spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. NEW I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety.	spitting, biting, and throwing objects. Any student exhibiting these behaviors shall be temporarily removed from the classroom and a safety plan shall be created to ensure the safety of that student, other students and PGCPS staff before the student is returned to the classroom or program. I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to impacted staff before the start of the student school year	I. Unit I members assigned to programs/classes with students who have behavioral manifestations which subject staff to student hitting, kicking, biting, spitting and throwing objects shall be provided appropriate training, such as but not limited to CPI and other appropriate de-escalation training and shall be provided with the necessary equipment and techniques to ensure staff and student safety. This training shall be offered to impacted staff before the start of the student school year as necessary

PGCEA March 25, 2025, Professional Autonomy and Educator Voice Proposals - PGCPS April 1, 2025, Response (Professional Autonomy and Educator Voice – shared on 3/18/25 but presented on 3/25/25)

Article					
Section					
Title					PGCPS Response – April 22, 2025
Alpha	Current language	PGCEA Proposal – March 25, 2025	PGCPS Response – April 1, 2025	PGCEA Response	1 GC1 5 Response - April 22, 2025
Number (& Letter if					
applicable)					
Article 4	4.5 FACULTY ADVISORY COUNCIL	4.5 FACULTY ADVISORY COUNCIL	4.5 FACULTY ADVISORY COUNCIL		

Article 4	A. A Faculty Advisory Council is to be established by the Unit I members in every school, work site or department. H. Upon the formation and organization of the FAC, the chair of the FAC of each worksite shall send a copy of the	A. A Faculty Advisory Council is to be established by the Unit I members in every school, work site or, department, or unique office/ discipline group within a non-school based department. H. Upon the formation and organization of the FAC, the chair of the FAC of each worksite shall send a	A. A Faculty Advisory Council is to be established by the Unit I members in every school, work site et, department, or unique office/discipline group within a non-school based department. Reject. Maintain current language. H. Upon the formation and organization of the FAC, the chair of the FAC of each worksite shall send a copy of the roster to	Same as 4/1/25
4.5 H	roster to PGCEA and to the principal or supervisor designated by the Chief Executive Officer.	copy of the roster to PGCEA and to the principal or supervisor designated by the Chief Executive Officer Superintendent. At that time, the FAC Chair and principal/supervisor shall jointly identify a regular schedule for the principal/supervisor and the members of the Faculty Advisory Council to meet. Additional meeting times may be added as necessary to support effective school/worksite operations.	PGCEA and to the principal or supervisor designated by the Chief Executive Officer Superintendent. At that time, the FAC Chair and principal/supervisor shall jointly identify a regular schedule for the principal/supervisor and the members of the Faculty Advisory Council to meet. Additional meeting times may be added as necessary to support effective school/worksite operations. Reject. Maintain current language.	Same as 4/1/25
Article 4 4.5 J (relist/appropriately in NA)	I. The Chair of the FAC or designee shall serve as a representative to the school improvement/planning team.	J. School Improvement Plan (SIP) Team/School Planning Management Team (SPMT)/ Leadership Team. The Chair of the FAC or designee shall serve as a representative to the school/worksite Improvement/Planning/School Planning Management/Leadership team.	J. School Improvement Plan (SIP) Team/School Planning Management Team (SPMT)/ Leadership Team. The Chair of the FAC or designee shall serve as a representative to the school/worksite Improvement/Planning/School Planning Management/Leadership team. Please explain.	HOLD for further explanation
Article 4 4.5 NEW K	NEW	K. The school/worksite budget allocation (including but not limited to the school-based budget, Title 1 funds, and community school funds) shall be shared with the FAC by the principal/supervisor upon receipt. Then, the principal/supervisor's decision on how to allocate those funds shall be shared with the FAC when it is ultimately approved by the Area Offices or other applicable Divisions and Departments. The information sharing within this item does not imply FAC control or approval power of any budgets.	K. The school/worksite budget allocation (including but not limited to the school based budget, Title 1 funds, and community school funds) shall be shared with the FAC by the principal/supervisor upon receipt. Then, the principal/supervisor's decision on how to allocate those funds shall be shared with the FAC when it is ultimately approved by the Area Offices or other applicable Divisions and Departments. The information sharing within this item does not imply FAC control or approval power of any budgets. Reject	Same as 4/1/25
Article 7 TEACHER EDUCATOR ASSIGNMENT B - Separate into three provisions Insert C NEW Insert D	B. Unit I members will be provided tentative assignments in writing by the principal/supervisor for the following school term on or before the last duty day for ten-month employees. Such assignment may not be changed after the last duty day unless unforeseen circumstances cause the principal to make such changes. When changes need to be made, notification setting forth the reasons for the change shall be promptly given to the Unit I member in writing at the address on file in the school and by email sent to their PGCPS email address.	B. Unit I members will be provided tentative assignments in writing by the principal/supervisor for the following school term on or before the last duty day for ten-month employees. Such assignments may not be changed after the last duty day or during the successive school year unless unforeseen circumstances cause the principal/supervisor to make such changes. C. When changes need to be made, notification setting forth the specific reasons for the change shall be promptly given to the Unit I member in writing at the address on file in the school and by email sent to their PGCPS email address. At the request of the Unit I member a meeting will be held between the principal/supervisor and the Unit I member to discuss the change, provide accommodation and to discuss the time that will be provided to prepare for the new assignment. The Unit member will also be provided with the option of an administrative transfer.	B. Unit I members will be provided tentative assignments in writing by the principal/supervisor for the following school term on or before the last duty day for ten-month employees. Such assignments may not be changed after the last duty day or during the successive school year unless unforeseen circumstances cause the principal/supervisor to make such changes. Reject except addition of supervisor. C. When changes need to be made, notification setting forth the specific reasons for the change shall be promptly given to the Unit I member in writing at the address on file in the school and-by email sent to their PGCPS email address. At the request of the Unit I member a meeting will be held between the principal/supervisor and the Unit I member to discuss the change, provide accommodation and to discuss the time that will be provided to prepare for the new assignment. The Unit member will also be provided with the option of an administrative transfer. Counter – accept as revised. D. Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment change shall not occur. Reject	Same as 4/1/25

		D. Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment		
Article 12	D. Academic Freedom	change shall not occur. D. Academic Freedom	D. Academic Freedom	
NEW 6 (insert)	Student grade changes will be handled in accordance with administrative procedures. NEW	 Student grade changes will be handled in accordance with administrative procedures. In cases where teachers do not agree with a grade change, they shall not be required to initiate or sign off on the change. It is understood that school administration can change a grade without the agreement of the teacher. Recognizing the equal importance of all content areas (including but not limited to creative arts, career & technical education, world languages, environmental education, health education, physical education, social studies, science and other elective courses), schools shall not disproportionately target or monitor a specific content area or areas. Examples of such bias include disproportionate numbers of visitors, learning walks, meetings, and data talks focused on narrow content areas. 	5. Student grade changes will be handled in accordance with administrative procedures. In cases where teachers do not agree with a grade change, they shall not be required to initiate or sign off on the change. It is understood that school administration can change a grade without the agreement of the teacher. 6. Recognizing the equal importance of all content areas (including but not limited to creative arts, career & technical education, world languages, environmental education, health education, physical education, social studies, science and other elective courses), schools shall not disproportionately target or monitor a specific content area or areas. Examples of such bias include disproportionate numbers of visitors, learning walks, meetings, and data talks focused on narrow content areas. Reject. Maintain current language	Same as 4/1/25
Article 23 NEW 23.14 (is this 23.13?)	NEW	23.14 Elected Faculty Representatives on Improvement Planning Teams The FAC Chair or designee serving as the Unit I member representative on the school/worksite Improvement/Planning/School Planning Management/Leadership Team in accordance with Article 4, Section J, will receive a compensatory emolument of \$1,500.	The FAC Chair or designee serving as the Unit I member representative on the school/worksite Improvement/Planning/School Planning Management/Leadership Team in accordance with Article 4, Section J, will receive a compensatory emolument of \$1,500. Hold. Economic Item.	Same as 4/1/25
Article 24 A	A. The Board of Education and PGCEA will conduct a review of instructional and support programs that strengthen the capacity of staff to improve achievement and wellbeing. This shall incorporate determining best practices and learning environments for our students, including exploring ways to incorporate a shared governance model that allows for innovation in ways that engages school staff, students, parents, and the community.	A. The Board of Education and PGCEA will conduct a review of instructional and support programs that strengthen the capacity of staff to improve achievement and wellbeing. This shall incorporate determining best practices and learning environments for our students, including exploring ways to incorporate a shared governance model that allows for innovation in ways that engages school staff, students, parents, and the community. This shall be enacted on September 1, 2025, and recommendations will be made to the Board of Education by March of 2026 for implementation in September of 2027.	A. The Board of Education and PGCEA will conduct a review of instructional and support programs that strengthen the capacity of staff to improve achievement and wellbeing. This shall incorporate determining best practices and learning environments for our students, including exploring ways to incorporate a shared governance model that allows for innovation in ways that engages school staff, students, parents, and the community. This study shall commence be enacted on September 1, 2025, and recommendations will be made to the Board of Education Superintendent by March of 2026. for implementation in September of 2027. Counter-proposal 03/25/25	Same as 4/1/25
Article 24	C. A joint Special Education and Student Services Committee shall meet monthly (if agenda topics exist) from September through June to develop and review regulations and practices related to the delivery of special education and student services in PGCPS and be proactive in resolving issues of concern to both parties. Each party shall identify a minimum of five representatives, and no	B. A joint Special Education and Student Services Committee shall meet monthly (if agenda topics exist) from September through June to develop and review regulations and practices related to the delivery of special education and student services in PGCPS and be proactive in resolving issues of concern to both parties. Each party	A. C. A joint Special Education and Student Services Committee shall meet monthly (if agenda topics exist) from September through June to develop and review regulations and practices related to the delivery of special education and student services in PGCPS and be proactive in resolving issues of concern to both parties. Each party shall identify a minimum	C. A joint Special Education and Student Services Committee shall meet monthly (if agenda topies exist) from September through June to develop and review regulations and practices related to the delivery of special education and student services in PGCPS and be proactive in resolving issues of concern to both parties. The monthly meeting

more than ten representatives, as members of the	shall identify a minimum of five	of five representatives, and no more than ten representatives,	will proceed as scheduled only if agenda items
committee.	representatives, and no more than ten	as members of the committee.	are submitted at least 48 hours in advance. If
	representatives, as members of the committee.	HOLD	agenda items are not submitted within that
The Associate Superintendent for Special Education and		The Associate Superintendent for Special Education and the	timeframe, the meeting will be canceled.
the Associate Superintendent for Student Services shall be	The Associate Superintendent for Special Education	Associate Superintendent for Student Services shall be	
members of the committee. In their absence, the associates	and the Associate Superintendent for Student	members of the committee. In their absence, the associates	Each party shall identify a minimum of five
will send a designee for representation. Each party can	Services shall be members of the committee. In their	will send a designee for representation. Each party can	representatives, and no more than ten
suggest relevant agenda topics.	absence, the associates will send a designee for	suggest relevant agenda topics.	representatives, as members of the committee to
	representation. Each party can suggest relevant	The committee shall keep a record of issues discussed and	include representatives from the related
The committee shall keep a record of issues discussed and	agenda topics. The committee shall keep a record of	actions taken at each meeting to be shared with all special	services workgroups.
actions taken at each meeting to be shared with all special	issues discussed and actions taken at each meeting	educators and related services providers.	
educators and related services providers.	to be shared with all special educators and related		The Associate Superintendent for Special
	services providers.		Education and the Associate Superintendent for
			Student Services shall be members of the
			committee. In their absence, the associates will
			send a designee for representation. Each party can
			suggest relevant agenda topics.
			The committee shall keep a record of issues
			discussed and actions taken at each meeting to be
			shared with all special educators and related
			services providers.

PGCEA March 25, 2025, Less Testing More Learning Proposals - PGCPS April 1, 2025, Response

Article Section Title Alpha Number (& Letter if applicable)	Current language	PGCEA Proposal – March 25, 2025	PGCPS Response – April 1, 2025	PGCEA Response	PGCPS Response
Article 20 20.1 A	A. 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 document will be shared with PGCEA. This testing information will be publicly shared through appropriate communication venues used by the school system.	A. 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 or before the first professional duty day for all Unit I members of each school year of this agreement. The published testing information will include the number of minutes required for administering and completing each district/state test. This testing document will be shared with PGCEA. This testing information will be publicly shared	HOLD		Same as 4/1/25
NEW B	NEW	through appropriate communication venues used by the school system.	HOLD		
NEW C	NEW	C. PGCEA and PGCPS will form an ongoing committee with the goal of making	HOLD – further consideration.		

		recommendations to the Board of Education to	
		eliminate duplicative and unnecessary tests and	
		minimize the impact of testing on the overall	
		education program. The committee will be co-	
		chaired by one member chosen by the PGCEA	
		President and the other by the school system.	
		The committee will include Unit I members	
		appointed by the PGCEA President,	
		administrators, students appointed by the	
		Student Member of the Board of Education, and	
		parents. Initial recommendations of the	
		committee will be made to the Board of	
		Education by March 1, 2026.	
		D. No subject area shall be required to administer	HOLD – further consideration.
NEW D	NEW	more than one county level assessment in a	
		quarter.	
		E. B. The total number of hours any PGCPS	HOLD – further consideration.
		student spends on mandated state or local	
E (move B to E)	Current B	assessments shall not exceed the maximum	
,		hours in the "More Learning, Less Testing Act	
		of 2017" (SB 452). PGCPS shall be responsible	
		for tracking this data and making it publicly	
		available.	

PGCEA March 25, 2025, Smaller Class Sizes, Case Loads, and Service Provider Rations Proposals - PGCPS April 1, 2025, Response

Article					
Section					
Title					PGCPS Response
Alpha	Current language	PGCEA Proposal – March 25, 2025	PGCPS Response – April 1, 2025	PGCEA Response	
Number (& Letter if					
applicable)					
Article 20	20.4 ASSIGNMENT EQUALIZATION	20.4 ASSIGNMENT EQUALIZATION			
20.4 A (create 20.4 A)	The Board of Education and PGCEA hereby agree that subject to building limitations, budget and program requirements, action will be taken to maintain favorable class size in accordance with Board of Education policy and reduce classes which exceed by more than 10% the County- wide class size average. If, subsequent to September 30, any Unit I member has a class which exceeds the county class size average, the Unit I member after consultation with the principal may request a review by the FAC. If after a review of the Unit I member's complaint and consultation with the principal, the Unit I member or the FAC determines by a majority vote that further adjustment in class size is essential, the FAC or the Unit I member may request a review by the CEO who will recommend appropriate adjustments in an attempt to achieve a mutually acceptable settlement. If the FAC believes that the class size concern could be relieved through changes in the master schedule, the FAC may submit any suggestion in writing to the appropriate Associate Superintendent, who will have that matter reviewed within five (5) working days of receipt of the request. If, after consideration by the appropriate Associate Superintendent, a mutually acceptable settlement is not	A. The Board of Education and PGCEA hereby agree that subject to building limitations, budget and program requirements, action will be taken to maintain favorable class size in accordance with Board of Education policy and reduce classes which exceed by more than 10% the County- wide class size average. If, subsequent to September 30, any Unit I member has a class which exceeds the county class size average, the Unit I member after consultation with the principal may request a review by the FAC. If after a review of the Unit I member's complaint and consultation with the principal, the Unit I member or the FAC determines by a majority vote that further adjustment in class size is essential, the FAC or the Unit I member may request a review by the CEO who will recommend appropriate adjustments in an attempt to achieve a mutually acceptable settlement. If the FAC believes that the class size concern could be relieved through changes in the master schedule, the FAC may submit any	Reject – not willing to negotiate class sizes		Same as 4/1/25

	achieved, the FAC may refer the matter to the Chief Executive Officer for final action. The FAC may request that the PGCEA President or designee be present at any meeting scheduled to review class size concerns.	suggestion in writing to the appropriate Associate Superintendent, who will have that matter reviewed within five (5) working days of receipt of the request. If, after consideration by the appropriate Associate Superintendent, a mutually acceptable settlement is not achieved, the FAC may refer the matter to the Chief Executive Officer for final action. The FAC may request that the PGCEA President, or designee be present at any meeting scheduled to review class size concerns. If a class size reduction is not agreed upon the impacted Unit I member will receive a stipend as determined below:	
		10% \$1,750 20% \$2,000 Reject – not willing to negotiate class sizes or the Board's budget.	
		30% or over \$2,250	
	NEW		
NEW B (create 20.4 B)		B. The Board of Education and PGCEA hereby agree that subject to building/department limitations, budget, and program requirements, action will be taken to minitain favorable cashoad and provider ratios, in accordance with Board of Education policy and reduce cashoads which exceed by more than 10% of the recommended limits in the Special Education Staffing Plan (SESP). A committee to review SESP annually shall include the PGCEA Special Education Student Services Committee, Associate Superintendent of Special Education and Associate Superintendent of Student Services with FAC departmental representation and/or Unit 1 members from each discipline. Consideration of Related Service Provider caseleads or service provider ratios will include, but not be limited to, number of students and/or provider service hours on a provider's caseload, number of schools a provider's caseload, number of schools and/or provider service hours on a provider's caseload, a trew specialty programs during the specialty program's first year, and providers whe are assigned to a school site immediately following a vacancy in their discipline. If, subsequent to September 30, any Unit il member has a caseload which exceeds the recommended PGCPS limits defined in the SESP, the Unit I member after consultation with the principal/supervisor will receive hourly pay at their per dien rate.	

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Article Section Title Alpha Number (& Letter if applicable)	Current language	PGCEA Proposal – April 1, 2025	PGCPS Response – April 22, 2025	PGCEA Response –	PGCPS Response
Article 6 6.2 L.1	L. EXTENDED DUTY DAY COMPENSATION 1. Unit I members assigned and completing overnight activities with students at Camp Schmidt, and Hard Bargain Farm shall be paid two hundred dollars per night in additional compensation, up to a maximum of two nights, if the assignment is not a part of the member's regularly assigned duties for the position as noted in the position description.	L. EXTENDED OVER NIGHT DUTY DAY COMPENSATION 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.	HOLD – Pending further review		
Article 11 11.3 C (remove #2; also remove #1 from B)	11.3 Separation of Employment C. 2. All Unit I members who notify the Human Resources Division by April 1 of their intent to vacate his/her position for next school year will be provided with an effective date of July 1 and will have their health insurance continued until August 31 of the same year.	11.3 Separation of Employment 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.	11.3 Separation of Employment 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. 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 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.		
Article 17 D	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 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.	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	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 elevenmonth 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		

		pay provided a written statement is furnished	witness for the Board of Education on days they are not	
	4. If a Unit I member appears as a witness for the Board of	showing time served and expenses received	scheduled to work, the Unit I member will be paid at their	
	Education with or without a subpoena, no deduction shall	from the Court.	per diem hourly rate for actual time spent in the	
	be made from salary.	4. If a Unit I member appears as a witness for the	hearing.	
	, i	Board of Education with or without a subpoena,	ē .	
		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.		
Article 17	E. Bereavement Leave	E. Bereavement Leave	E. Bereavement Leave	
E	1. On the death of a hild standard account at a second	1 On the death of a hild atom shill account atom	1.0.4.1.4.5.1.11.41.11	
i	1. On the death of a child, step-child, parent, step-parent,	1. On the death of a child, step-child, parent, step-	1. On the death of a child, stepchild, parent, step-parent, parent-in-	
	parent-in-law, grandparent, grand-parent of spouse, legal guardian, grandchild, brother, sister, husband, wife, son-	parent, parent-in-law, grandparent, grand-parent of spouse, legal guardian, grandchild, brother,	law, grandparent, grandparent of spouse, legal guardian, grandchild, brother, sister, husband, wife, son-in-law, daughter-in-law, brother-	
	inlaw, daughter-in-law, brother-in-law, sister-in-law,	sister, husband, wife, son-in-law, daughter-in-	in-law, sister-in-law, qualified domestic partner, or anyone who has	
	qualified domestic partner, or anyone who has lived	law, brother-in-law, sister-in-law, qualified	recently lived regularly in the household of the Unit I member, such	
	regularly in the household of the unit member, such unit	domestic partner, or anyone who has lived	Unit I member shall be allowed four (4) five (5) four (4) work days	
	member shall be allowed four (4) work days of absence	regularly in the household of the unit member,	of absence from work without loss of salary. The bereavement	
	from school without loss of salary. One of the four (4) days	such unit member shall be allowed four (4) five	leave days do not have to be consecutive. One of the four (4) days	
	must be the day of the observance, except when it is held	(5) work days of absence from school work	must be the day of the funeral or interment. Proof of death and/or	
	on a weekend or a holiday.	without loss of salary. One of the four (4) days	relationship may be required if there are reasons to suspect that	
	·	must be the day of the observance, except when it is held on a weekend or a holiday.	the Unit I member has abused the privilege.	
	On the death of an aunt, uncle, niece, or nephew, Unit I			
	members shall be allowed two work days of absence from	2. On the death of an aunt, uncle, niece, or	2. On the death of an aunt, uncle, niece, or nephew, Unit I members	
	work without loss of salary. Proof of death and/or	nephew, Unit I members shall be allowed two	shall be allowed two three (3) two (2) workdays of absence from	
	relationship may be required if, in the opinion of the	three (3) workdays of absence from work	work without loss of salary. The bereavement leave days do not	
	immediate supervisor, the Unit I member has abused the	without loss of salary. Proof of death and/or	have to be consecutive. Proof of death and/or relationship may be	
	privilege.	relationship may be required if, in the opinion of the immediate supervisor, the Unit I member	required if, in the opinion of the immediate supervisor, there are reasons to suspect the Unit I member has abused the privilege.	
	2. Any exceptions to the above may be made by applying	has abused the privilege.	reasons to suspect the Onit I member has abused the privilege.	
	to the Chief Human Resources Officer whose decision	3. Any exceptions to the above may be made by		
	shall be final.	applying to the Chief Human Resources Officer		
	Shall be liliai.	whose decision shall be final.		
Article 17	F. Military Leave		F. Military Leave	
F		F. Military Leave		
	1. A full-time Unit I member who is a member of the		1. A full-time Unit I member who is a member of the National Guard	
	National Guard or the Reserve components of the Armed	1. A full-time Unit I member who is a member of	or the Reserve components of the Armed Forces of the United States	
	Forces of the United States in order to meet an active duty	the National Guard or the Reserve components	in order to meet an active duty commitment will be allowed military	
	commitment will be allowed military leave with full pay	of the Armed Forces of the United States in	leave with full pay less the amount paid for such duty not to exceed	
	less the amount paid for such duty not to exceed fifteen		fifteen (15) duty days; such leave may be granted only during a	
		order to meet an active duty commitment will		
	(15) duty days; such leave may be granted only during a	be allowed military leave with full pay less the	period the individual is required to be on duty. Military leave and	
	period the individual is required to be on duty. Military	amount paid for such duty not to exceed fifteen	benefits will be provided consistent with the Board's administrative	
	leave and benefits will be provided consistent with the	(15) duty days; such leave may be granted only	procedure, federal, state, and local law and this Agreement. Any	
	Board's administrative procedure, federal, state, and local	during a period the individual is required to be	change in federal, state, local law, regulation or procedure which	
	law and this Agreement. Any change in federal, state, local	on duty.	provide greater military leave benefits shall, after consultation with	
	law, regulation or procedure which provide greater military	2. Leave shall be granted for both short-term	PGCEA be made applicable to employees covered by this section.	
	leave benefits shall, after consultation with PGCEA be	mandatory commitments as well as prolonged		
	made applicable to employees covered by this section.	deployments.	Any Unit I member included in the category above who is called	
	11 1 7	3. Military duty shall include all military service	upon to serve a longer period of time not during an emergency shall	
	Any Unit I member included in the category above who is	obligations, including but not limited to drills,	be entitled to a leave of absence without pay.	
			be entitled to a leave of absence without pay.	
	called upon to serve a longer period of time not during an	training exercises and other short term	These who are collected to the stress district of the Collection	
	emergency shall be entitled to a leave of absence without	mandatory commitments. Military Service	Those who are called to short-term duty under the authority of a State	
	pay.	obligations where Unit members have limited or	Governor or the Mayor of Washington, D.C., during an emergency,	
		short-term notice from the National Guard of	shall be entitled to leave of absence with full pay less the amount	
	Those who are called to short-term duty under the	Reserve shall be processed through an expedited	paid for such duty for such time while actually serving under such	
	authority of a State Governor or the Mayor of Washington,	process.	active duty orders in addition to the fifteen-day period specified	
	D.C., during an emergency, shall be entitled to leave of	*	above.	
	absence with full pay less the amount paid for such duty			
			Wilson Also I India I would be insended in a Alson Advanced by Asian	
	for such time while actually serving under such active duty.		where the Unit I member involved has the option of when to take	
	for such time while actually serving under such active duty		Where the Unit I member involved has the option of when to take	
	for such time while actually serving under such active duty orders in addition to the fifteen-day period specified above.		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	

	Where the Unit I member involved has the option of when		interfere with the instruction of children. Exception to the above will	
	to take training and unless it will jeopardize that person's		require a letter from that Unit I member's immediate military	
	reserve standing, the person will take the fifteen (15) days		commanding officer and approval by the Chief Human Resources	
	at such time that it will not interfere with the instruction of		Officer.	
	children. Exception to the above will require a letter from			
	that Unit I member's immediate military commanding		2. Any Unit I members who is drafted for military service may	
	officer and approval by the Chief Human Resources		request leave without pay for the period of obligated service. Upon	
	Officer.		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.	
	2. Any Unit I members who is drafted for military service		However, restoration must be requested within ninety (90) days of	
	may request leave without pay for the period of obligated		receipt of the honorable discharge. In addition, the Unit I member	
	service. Upon completion of military service, the employee		must be physically and mentally capable of performing the work	
	will be entitled to be restored to the job formerly held or		required. When the obligated service is completed and the employee	
	one of a similar class if available. However, restoration		is returned to the former classification, that employee shall be	
	must be requested within ninety (90) days of receipt of the		entitled to all the annual salary increments for which eligible if	
	honorable discharge. In addition, the Unit I member must		employment had been continuous.	
	be physically and mentally capable of performing the work			
	required. When the obligated service is completed and the		3. Paid Military Leave shall be granted for both short-term	
	employee is returned to the former classification, that		mandatory commitments as well as prolonged deployments, not to	
	employee shall be entitled to all the annual salary		exceed fifteen (15) days within a school year. Any additional time	
	increments for which eligible if employment had been		needed will be considered leave without pay.	
	continuous.			
			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.	
Article 17	H. Personal Leave	H. Personal Leave	H. Personal Leave	
Н		Unit I members employed on other than twelve-		
	Unit I member employed on other than twelve-month	month contracts may be absent from duty without	Unit I members who are not employed on other than a twelve-month	
	contract may be absent from duty without loss of pay up to	loss of pay up to four days during any school year. A	contract may be absent from duty without loss of pay take up to four	
	four days during any school year.	request for personal leave should be entered into the	paid days off per during any school year. A request for personal	
		appropriate time management system at least one (1)	leave should be entered into the appropriate time management	
	A request for personal leave should be entered in	day prior to the intended absence. No specific reason	system at least one (1) day prior to the intended absence. No specific	
	appropriate time management system at least one (1) day	for such personal leave shall be required or solicited except as noted in item 2 and item 4 below. In case of	reason for such personal leave shall be required or solicited except as	
	prior to the intended absence. No specific reason for such	emergency, the appropriate school official shall be	noted in item 2 and item 4 below. In case of emergency, the	
	personal leave shall be required or solicited except as	notified prior to the beginning of the duty day of	appropriate school official shall be notified prior to the beginning of	
	noted in item 2 and item 4 below. In case of emergency,	intended absence. Rules regarding personal leave are	the duty day of intended absence. Rules regarding personal leave are	
	the appropriate school official shall be notified prior to the	as follows:	as follows:	
	beginning of the duty day of intended absence.	us follows.	Notification of intended use of personal leave shall be made in the	
	Rules regarding personal leave are as follows:	1. Notification of intended use of personal leave	appropriate time management system	
	Rules regarding personal leave are as follows.	shall be made in the appropriate time	appropriate time management system	
	1. Notification of intended use of personal leave shall be	management system	2. Leave immediately before or after a holiday, emergency makeup,	
	made in the appropriate time management system	2. Leave immediately before or after a holiday,	vacation or staff development day(s) may be	
	made in the appropriate time management system	emergency makeup, vacation or staff	requested for reason and must have final approval from the Area	
	2. Leave immediately before or after a holiday, emergency	development day(s) may be requested for reason	Associate Superintendent Chief Human Resources Officer. Such	
	makeup, vacation or staff development day(s) may be	and must have final approval from the Chief	leave request must be received by the Area Office of the Associate	
	requested for reason and must have final approval from the	Human Resources Officer. Such leave requests	Superintendent Chief Human Resources Officer at least two weeks	
	Chief Human Resources Officer. Such leave request must	must be received by the Office of the Chief	ten (10) business days in advance. Unless officially notified of the	
	be received by the Office of the Chief Human Resources	Human Resources Officer at least two weeks	Chief Human Resources Officer's Area Associate Superintendent's	
	Officer at least two weeks in advance. Unless officially	ten (10) business days in advance. Unless	decision no later than five (5) business days after receipt of the leave	
	notified of the Chief Human Resources Officer's decision	officially notified of the Chief Human	request, the requested leave will be approved.	
	no later than five (5) days after receipt of the leave request,	Resources Officer's decision no later than five		
	the requested leave will be approved.	(5) days after receipt of the leave request, the	3. No personal leave will be granted on staff development days or on	
		requested leave will be approved.	PARCC MCAP and MSA/SATHSA testing days impacting the	
	3. No personal leave will be granted on staff development	3. No personal leave will be granted on staff	school, except as approved in writing from by the Area Associate	
	days or on PARCC and HSA testing days, except as	development days or on PARCC MCAP and	Superintendent Chief Human Resources Officer/designee.	
1		MSA/HSA SAT testing days impacting the		
				 <u> </u>

	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 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. 5. Personal leave shall not be cumulative. 6. Unused personal leave will be transferred to accumulated sick leave at the end of the year. 7. Unit I members employed on 11-month status shall be entitled to carry over one (1) unused personal leave day from year to year and may accrue up to a maximum of five (5) days.	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.	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.	
Article 17	I. Professional Growth Leave	I. Professional Growth Leave	I. Professional Growth Leave	
I	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. By special request, additional days may be granted by the Chief Executive Officer or designee and will not be unreasonably denied.	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 and will not be unreasonably denied.	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.	
Article 17	K. Leave	K. Selective Service Leave		
К	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.	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.	TA	
Article 17 NEW Q	NEW	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.	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?	
Article 21 21.1	21.1 TUITION REIMBURSEMENT	21.1 TUITION REIMBURSEMENT	21.1 TUITION REIMBURSEMENT	
Α				

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:

- 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.
- 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.
- Any courses taken for professional growth and contribution to the school system.
- 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 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

- B. Funding for the Tuition Reimbursement Program shall be:
- \$4,000,000 in FY 23
- s. \$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.
- 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.
- Any courses taken for professional growth and contribution to the school system including undergraduate or graduate foreign language
- Unit I members shall be eligible for up to 39
 credit hours of tuition reimbursement in total
 during service with PGCPS.

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 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.
- 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.
- Any courses taken for professional growth and contribution to the school system including undergraduate or graduate foreign language classes.
- 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

	be offered, provided that there is no cost to the		Education may, in consultation with PGCEA, require that	
	Board of Education.		participating Unit I members reimburse the Board of Education for	
			expenses paid for the program, in the event said member fails to	
D	D. From time to time, the Board may offer to Unit I		successfully complete the program or fails to remain an employee of	
	Members particular training or certification program (e.g.		PGCPS for the period of time after completing the program as	
	Reading Recovery, Montessori etc.) at no out of pocket		specified by the Board of Education in its announcement of the	
	cost to the Unit I Member. When those opportunities are		program. In the event that If a Unit I member becomes obligated to	
	offered, the Board of Education may, in consultation with		reimburse the Board of Education for such expenses,; the Board of	
	PGCEA, require that participating Unit I members		Education is authorized to deduct the amount due from the Unit I	
	reimburse the Board of Education for expenses paid for the		member's payroll check(s) on a prorated basis and after the Unit I	
	program, in the event said member fails to successfully		member has been notified of such deduction. PGCEA will receive	
	complete the program or fails to remain an employee of		prior notification about any programs established under this section	
	PGCPS for the period of time after completing the		and will have input into the reimbursement parameters.	
	program as specified by the Board of Education in its			
	announcement of the program. In the event that 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.			
Article 21	AL LA DYGDA GIPVAN	21 10 DISDOSITION OF INVISED LEAVE		
21.10	21.10 DISPOSITION OF UNUSED LEAVE	21.10 DISPOSITION OF UNUSED LEAVE	Reject – maintain the current NA language because of the fiscal	
			note required for this proposal	
	A. Retirement	A. Retirement		
A				
	Upon retirement in Prince George's County, a Unit I	Upon retirement in Prince George's County, a Unit I		
	members shall receive payment for three-tenths of his/her	members shall receive payment for three tenths one-		
	unused sick leave, not to exceed full pay for up to a	half of his/her unused sick leave, not to exceed full		
	maximum of 80 days for a ten-month Unit I member, 86	pay for up to a maximum of 80 days for a ten-month		
	days for an eleven-month Unit I members, 92 days for a	Unit I member, 86 days for an eleven month Unit I		
	twelve-month Unit I members or for 25 days of	members, 92 days for a twelve month Unit I members		
	accumulated annual leave, whichever is greater. A Unit I	or for 25 days of accumulated annual leave,		
	member retiring on disability would be eligible for such	whichever is greater. A Unit I member retiring on		
	payment after five years of service in Prince George's	disability would be eligible for such payment after		
	County. Unit I member would be eligible to receive such	five years of service in Prince George's County. Any		
	reimbursement only once. This payment shall be based	unused personal leave shall be counted as sick leave		
	upon the salary of the final year of employment.	at the time of retirement. A Unit I member would be		
		eligible to receive such reimbursement only once.		
	B. Resignation	This payment shall be based upon the salary of the final year of employment.		
R		mai year of employment.		
"	For Unit I members hired prior to July 1, 2000, upon			
	resignation after twelve years of service in Prince George's	C Dooth of a Unit I Marshar		
	County, a Unit I member shall receive payment for three-	C. Death of a Unit I Member		
	tenths of his/her unused sick leave not to exceed full pay	Unon the death of a Unit I manual and the in-stimula		
	for up to a maximum of 65 days for a ten-month Unit I	Upon the death of a Unit I member who is actively		
	member, 71 days for an eleven-month Unit I member, 77	employed with the Board of Education at the time of his/her death, and who has been employed with the Board		
	days for a twelve- month Unit I member or 25 days of	of Education for more than six (6) months, all earned		
	accumulated annual leave, whichever is greater. Unit I	annual leave remaining unused or up to three tenths one-		
	member would be eligible to receive such reimbursement	half of the Unit I member's unused sick leave not to exceed		
	only once. This payment shall be based upon the salary of	full pay for up to a maximum of 65 days for a ten month		
	the final year of employment. All other employees, hired	Unit I members, 71 days for an eleven month Unit I		
	after July 1, 2000, will not be eligible for a pay out of	Unit I members, /I days for an eleven month Unit I members and 77 days for a twelve month Unit I members,		
	unused sick leave upon resignation.	whichever is greater, shall be paid to the estate of the		
		deceased Unit I member. Any unused personal leave shall		
		deceased office member. Any unused personal feave shall		
<u> </u>	1	1	I and the second	

	C. Death of a Unit I Member.	be counted as sick leave at the time of death. This payment		
		shall be based upon the salary at the time of death.		
	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			
C	of Education for more than six (6) months, all earned			
	annual leave remaining unused or up to three-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.			
	deceased Unit I member.			
Article 21				
21.12	21.12 INSURANCE COUNCIL	21.12 INSURANCE COUNCIL	Reject - Hold to the current NA language. Recommendations for	
21.12	21.12 INSURANCE COUNCIL	21.12 INSURANCE COUNCIL		
			changes to the Insurance Council should be proposed in	
A	A. A joint PGCPS/Labor Partners insurance council shall	A. A joint PGCPS/Labor Partners Insurance	collaboration with PGCPS and the Labor Partners, not in	
	review school system employee healthcare data and make	Council shall review school system employee	isolation.	
		healthcare data and make recommendations		
	recommendations concerning the following, but not			
	limited to, health insurance benefit design and cost for	concerning the following, but not limited to,		
	active and retired employees, dental insurance design and	health insurance benefit design and cost for		
	cost, life insurance, 403(b) and 457(b) programs.	active and retired employees, dental insurance		
	,,	design and cost, life insurance, 403(b) and		
		457(b) programs.		
n	B. The Insurance Council shall be made up of			
В	representatives of the Chief Executive Officer and	B. The Insurance Council shall be made up of		
	representatives of each of the labor unions. PGCEA	representatives of the Chief Executive Officer		
	members shall be appointed by the President of PGCEA.	and representatives of each of the labor unions.		
	members shall be appointed by the Fresident of FOCEA.	PGCEA members shall be appointed by the		
		President of PGCEA.		
	C. The Insurance Council shall meet bi-monthly			
	September, November, January, March, and May of each	C. The Insurance Council will be co-chaired by a		
C	school year to discuss, study, and report on suggestions	PGCPS and PGCEA Labor Group member. The		
		Labor Group co-chair will be chosen by the		
	pertaining to the employee benefits plans and costs.	labor group members of the council for a one-		
	Minutes of such meetings shall be available to all members			
	of the council.	year term. The co-chairs shall be responsible for		
		creating the agenda for all meetings and will		
		alternate chairing council meetings.		
	Association reps on the insurance council shall be entitled	D. The Insurance Council shall meet bi-monthly		
D	to organizational leave as outlined in the negotiated	September, November, January, March, and		
l b	agreement.			
		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.		
		E. The tasks of the insurance council shall be		
		focused on		
NEW E		 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.		
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NEW F		 Making recommendations on the insurance fund reserve. Making recommendations on the PGCPS budget mark for funding employee benefits. Hearing member appeals. Evaluating insurance vendor bids. Reviewing monthly financial reports. The insurance council shall establish and appoint subcommittees as needed to address the following: Benefit coverage appeals. 403(b) and 457(b) Tax Sheltered Plans OPEB funding/cost containment. Ad Hoc committees to address council initiatives. 		
Article 21 21.15	21.15 NATIONAL CERTIFICATIONS	21.15 NATIONAL CERTIFICATIONS	21.15 NATIONAL CERTIFICATIONS	
	A Unit I member who has successfully completed and attained NBTS certifications shall receive:	A Unit I member who has successfully completed and attained NBPTS certifications shall receive:	A Unit I member who has successfully completed and attained NBPTS certifications shall receive:	
A	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.	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	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.	
В	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.	effective July 1, 2022, through June 30, 2025. B. The Board of Education shall reimburse the Unit I member for up to one (1) of the NBPTS	C. 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.	
С	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.	application and/or testing fee up to \$450. 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,	 D. 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. E. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in 	
NEW D (move current D to G)	D. Unit I employees who have attained NBPTS or national certifications in other subjects or disciplines who DO NOT meet the standards specified in Section 21.15 A above	2025. D. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in additional salary.	additional salary. F. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.	
NEW E	shall receive a salary increase of \$4000 annually effective July 1, 2022 through June 30, 2025.	E. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.	G. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000. H. Unit I employees who have attained NBPTS or national	
NEW F		F. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000. G. Unit I employees who have attained NBPTS or	certifications/Hicensures 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 \$4000 \$13,000 annually effective July 1, 2022 through	
G (current D)		national certifications/licensures in other subjects or disciplines who DO NOT meet the standards specified in Section 21.15 A above shall receive a salary increase of \$4000 \$13,000 annually effective July 1, 2022 through June 30, 2025.	June 30, 2025. TA – Note this agreement is contingent upon full funding from MSDE for the MOC.	

A 4: 1 21	T	T	T	T	
Article 21					
NEW 21.16	NEW	21.16 CAREER LADDER IMPLEMENTATION	HOLD – pending further review		
Move current 21.16 down					
		A. A joint PGCPS-PGCEA Career Ladder			
		Development Board shall be maintained			
		throughout the duration of this contract.			
		1. PGCPS and PGCEA shall each appoint one			
		joint co-chair to the Board.			
		2. The Board shall have eight (8) appointed			
		members; with four (4) members appointed by			
		PGCEA and four (4) members appointed by			
		PGCPS.			
		term.			
		4. 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.			
		5. The Board shall review and make decisions for			
		candidates moving from level three to level four			
		of the Career Ladder.			
		B. Emoluments as described in Article 23.6 shall			
		not be affected by the Career Ladder.			
		C. Structure of the Career Ladder			
		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.			
		c. The fet 2 conciles will be provided at level 5.			
Autiala 22					
Article 22		22 1 DAY PERIOD	22 1 DAY DEDICE		
22.1	22.1 PAY PERIOD	22.1 PAY PERIOD	22.1 PAY PERIOD		
	Unit I members will be paid every two (2) weeks. All Unit	Unit I members will be paid every two (2) weeks. All Unit	Unit I members will be paid every two (2) weeks. All Unit I		
		I employees hired after July 1, 2014, shall be paid on the	employees hired after July 1, 2014, shall be paid on the 10-month,		
	I employees hired after July 1, 2014, shall be placed on the	10-month, 11-month, or 12-month payment schedule	11-month, or 12-month payment schedule dependent on their work		
	twelve month pay option.	dependent on their work year, but all 10-month Unit I	year, but all 10-month and 11-month Unit I members shall have the		
		members shall have the option of being placed on the	option of being placed on the twelve-month pay option.		
		twelve-month pay option.			
Article 22					
22.2	22.2 PLACEMENT OF UNIT I MEMBERS ON THE	22.2 PLACEMENT OF UNIT I MEMBERS ON THE	Counterproposal provided to the revised proposal below (April		
	SALARY SCHEDULE	SALARY SCHEDULE	4, 2025)		
	S.II. III SCHEDOLL				
		Placement of Unit I members on the salary schedule is			
	Placement of Unit I members on the salary schedule is	based upon verified prior appropriate employment			
	based upon verified prior appropriate employment	experience. Exceptions to this policy may be approved by			
		experience. Exceptions to this policy may be approved by			

Article 22	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.	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 hours Bachelor's Degree Plus 45 hours and Master's Degree Master's Degree or Master's Equivalent Plus 30 Master's Degree or Master's Equivalent Plus 60 Doctorate		
22.6	22.6 UNIT I SALARY SCHEDULE	22.6 UNIT I SALARY SCHEDULE	22.6 UNIT I SALARY SCHEDULE	
	FY 23 Salary Changes	FY 23 FY 26 –FY 28 Salary Changes	FY 23 FY 26 –FY 28 Salary Changes	
	A. All eligible employees will receive one step increase effective July 1 of each year of this agreement. B. A 6% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2022. C. A 4% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2023. D. A 3% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2024. E. 1% differential for eligible employees at the top of their grade for FY 2023, FY2024, and FY 2025. F. 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.	 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. 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 	 A. All eligible employees will receive one step increase effective July 1 of each year of this agreement. C. A 6% 10% 2.5% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2022 2025. D. A 4% 9% 3.5% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2023 2026. E. A 3% 8% 2% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2024-2027. F. A 1% differential for eligible employees at the top of their grade for FY 2023, FY2024, and FY 2025 FY2026, FY2027, and FY2028. 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 	
Article 23 23.3	23.3 Curriculum Development Projects and Workshops A. Curriculum Development Projects	23.3 Curriculum Development Projects and Workshops A. 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.	
В	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. B. Curriculum Workshops	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. B. Curriculum Workshops		

	The workshops will be undertaken for college credit if	The workshops will be undertaken for college credit if		
	possible. If this is not possible, participants will be paid on	possible. If this is not possible, Unit members will be paid		
	their regular per diem rate not to exceed \$175.00. This	on their regular per diem rate not to exceed \$175.00		
	does not preclude the establishment of short-term	\$350.00. This does not preclude the establishment of short		
	voluntary workshops, which will not provide	term voluntary workshops, which will not provide		
	reimbursement or any possible college or workshop credit.	reimbursement or any possible college or workshop credit.		
	37 These voluntary workshops will be held only in the	These voluntary workshops will be held only in the event		
	event that severe financial measures must be taken to	that severe financial measures must be taken to economize.		
	economize. (Short-term means a week or less). The	(Short term means a week or less). The workday shall not		
	workday shall not exceed seven (7) hours exclusive of lunch.	exceed seven (7) hours exclusive of lunch.		
	luncn.			
Article 23				
23.6	23.6 COMPENSATORY EMOLUMENTS PROGRAM	23.6 COMPENSATORY EMOLUMENTS PROGRAM	HOLD – pending further review of this economic proposal	
	A. Purpose			
		C. General Rules		
	It is the purpose of the compensatory emoluments program			
	in the Prince George's County Public Schools to provide	6. Increase all emoluments and activities by 4% in		
	compensation for Unit I educators serving as club and/or	FY23, FY14, and FY25 10% in FY26, 9% in FY27,		
	service sponsors.	and 8% in FY28.		
	B. Policy An approved compensated activity must meet all			
	of the following conditions:			
	1. It has been established in advance.			
	2. Requires no less than forty (40) hours (60-			
	minute hour) in addition to the normal 7 1/2-			
	hour day for any activity in any school year.			
	3. It is assigned in addition to the standard			
	teaching load for a regular day school teacher,			
	which includes but is not limited to:			
	a. Instruction of students in all classes			
	assigned to the teacher.			
	b. Planning and preparation of			
	classroom duties.			
	c. Grading papers.			
	d. Preparation of instructional materials.			
	e. Completion of class records and			
	reports.			
	f. Counseling and discipline of			
	students.			
	g. Conferences with parents.			
	h. Participation in professional			
	development or curriculum			
	programs.			
	i. Participation in faculty meetings.			
	C. General Rules			
	A Unit I member shall not be compensated for			
	more than two (2) activities in any one school			
	year unless limitation of staff may require the			
	assignment of an additional activity subject to			
	the approval of the Chief Human Resources			
	Officer.			
	2. Assignments shall be made on an annual basis			
	with no guarantee of continuing assignment or			
	reassignment. No one shall be assigned more			

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	than one (1) activity at a time during the school year. 3. The compensatory emoluments may be terminated at any time through the Chief Human Resources Officer upon the recommendation of the principal when the activity as 38 scheduled falls below minimum requirements. In such cases the person shall receive a prorated amount. 4. When a unit 1 member is not able to complete an activity due to unforeseen circumstances out of the employee's control, upon review by the Chief Human Resources Officer or designee, the Unit 1 member may receive a pro-rated amount for those services rendered. 5. If, because of transfer or other change of personnel, an activity is handled by more than one person during its duration, the amount of compensation designated for the activity shall remain the same although it may be divided among two (2) or more Unit I members or the remaining time may be prorated accordingly. 6. Increase all emoluments and activities by 4% in FY23, FY14, and FY25.		
Article 23 23.12	23.12 Differential schedule	23.12 Differential Schedule	23.12 Differential Schedule
20.12	23.12 Differential schedule		
	Increase all cells and lanes of the PGCEA Differential	Increase all cells and lanes of the PGCEA Differential Schedule by 4% in FY23, FY24, and FY25 10% in FY26,	Increase all cells and lanes of the PGCEA Differential Schedule by 2% in FY26, FY27, and FY28 4% in FY23, FY24, and FY25 10%
	Schedule by 4% in FY23, FY24, and FY25.	9% in FY27, and 8% in FY28.	in FY26, 9% in FY27, and 8% in FY28.
		The following Unit I positions shall be added to the	The following Unit I positions shall be added to the PGCEA
		PGCEA Differential Schedule Lane A starting July 1,	Differential Schedule Lane A starting July 1, 2025:
		2025:	Individualized Education Program (IEP) Facilitator
		Individualized Education Program (IEP)	Audiologist
		Facilitator • Audiologist	 Classroom Teacher – Deafness and Hearing Impairments Assistive Technology Resource Teacher
		Classroom Teacher – Deafness and Hearing	Adapted Physical Education Teacher
		Impairments • Assistive Technology Resource Teacher	 Vision Teacher Orientation and Mobility Instructor
		Adapted Physical Education Teacher	Chematon and Woolitty Institution
		Vision TeacherOrientation and Mobility Instructor	The following Unit I position shall be revised for clarification on the PGCEA Differential Schedule Lane A:
		• Orientation and Mobility Instructor	*Special Education Resource Teacher
			- Optim Datation Resource Teacher

PGCEA April 4, 2025, REVISED from April 1, 2025, Fair Compensation for Highly Trained Educators Proposals - PGCPS April 22, 2025, Response

Article					
Section					
Title					PGCPS Response
Alpha	Current language	PGCEA Proposal – April 1/4, 2025	PGCPS Response – April 22, 2025	PGCEA Response –	rGCrs Response
Number (& Letter if					
applicable)					

Article 22

22.2

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 Plus 30
- Bachelor's Degree Plus 45 hours and Master's Degree
- Master's Degree Plus 30
- Master's Degree Plus 60
- Doctorate
- 1. 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.
- 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.

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 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.
- A Unit I member holding either the bachelor's degree or an advanced degree in a field other than education may request that graduate

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
- 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
- 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.
- 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.

22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY

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
- Master's Degree/Master's Equivalent Plus 60 semester
- 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 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.
- 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

courses related to that Unit I member's	request that graduate courses related to that Unit I	
assignment be recognized for advanced	member's assignment be recognized for advanced	
standing on the salary schedule, provided that	standing on the salary schedule, provided that the	
the individual holds at least an Advanced	individual holds at least an Advanced Professional	
Professional Certificate in the field in which	Certificate in the field in which such individual is	
such individual is teaching.	teaching.	
5. An electronic Salary Lane Change Request or	5. An electronic Salary Lane Change Request or Credit	
Credit Count Request form must be submitted	Count Request form must be submitted at the time the	
at the time the Unit I member qualifies for	Unit I member qualifies for placement on the new lane on	
placement on the new lane on the salary scale.	the salary scale. Retroactive wages will be issued	
Retroactive wages will be issued effective at	effective at the start of the pay period in which the	
the start of the pay period in which the	documents were received by the Department of Human	
documents were received by the Department of	Resources.	
Human Resources.	6. Eleven-month Unit I members shall be paid one hundred	
6. Eleven-month Unit I members shall be paid one	ten percent (110%) of their salary indicated by the salary	
hundred ten percent (110%) of their salary	schedule, and twelve-month Unit I members shall be paid	
indicated by the salary schedule, and twelve-	one hundred twenty percent (120%) of their salary	
month Unit I members shall be paid one	indicated by the salary schedule, in addition to the	
hundred twenty percent (120%) of their salary	applicable salary differential set out in the Differential	
indicated by the salary schedule, in addition to	Schedule. Additional eleven and twelve-month positions	
the applicable salary differential set out in the	may be designated by the Superintendent of Schools	
Differential Schedule. Additional eleven and	Chief Executive Officer, and PGCEA shall be informed	
twelvemonth positions may be designated by	of the additions.	
the Chief Executive Officer, and PGCEA shall	7. Unit I members who hold a Juris Doctorate degree and a	
be informed of the additions.	professional certificate shall be placed on the doctorate	
7. Unit I members who hold a Juris Doctorate	degree lane of the salary table at the appropriate step.	
degree shall be placed on the doctorate degree	C. Outside applicants will be hired based on established	
lane of the salary table at the appropriate step.	administrative procedures. Unit I members hired on Step 10 between	
C. Outside applicants will be hired based on established	July 1, 2018, and June 30, 2022, may contact the Director of Human	
administrative procedures. Unit I members hired on Step	Resources to complete an assessment of potential salary increases	
10 between July 1, 2018, and June 30, 2022, may contact	based upon verified credible experience beyond Step 10 at their hire	
the Director of Human Resources to complete an	date. Verified changes will be implemented from the current date of	
assessment of potential salary increases based upon	receipt and confirmation by Human Resources.	
verified credible experience beyond Step 10 at their hire	receipt and confirmation by fruman resources.	
date. Verified changes will be implemented from the		
current date of receipt and confirmation by Human		
Resources.		
Resources.		

PGCPS April 22, 2025, Proposals

1	Article Section Title Alpha Number (& Letter if applicable)	Current language	PGCPS Proposal – April 22, 2025	
Artic 23.9	cle 23	23.9 JROTC The Prince George's County Educators' Association (PGCEA) and the Board of Education of Prince George's County (BOE) agree to the following terms and conditions of employment for the Junior ROTC instructors employed by the BOE.	23.9 JROTC The Prince George's County Educators' Association (PGCEA) and the Board of Education of Prince George's County (BOE) agree to the following terms and conditions of employment for the Junior ROTC instructors employed by the BOE.	
		Junior ROTC instructors shall be entitled to placement and advancement on the salary schedule in accordance with existing terms and conditions of the Negotiated Agreement	Junior ROTC instructors shall be entitled to placement and advancement on the salary schedule in accordance with existing terms and conditions of the Negotiated Agreement	

	except where noted in the Rights of Representation	except where noted in the Rights of Representation	
	Addendum.	Addendum.	
	Junior ROTC instructors employed prior to this Agreement shall continue to receive credit for prior approved service for the purpose of salary and advancement on the salary schedule.	The strikethrough is to remove old, outdated language.	
	Junior ROTC instructors employed during the life of this Agreement shall be entitled to a maximum of 11 years prior verified teaching experience in the military academies/institutions, JROTC programs or educational institutions. The parties agree that verified teaching experience includes, but is not limited to, the act or practice of instruction associated with courses or subject matter pertaining to, or offered by educational institutions.		
	Junior ROTC instructors employed during the life of this Agreement shall be entitled to a maximum of 11 years of prior verifiable teaching experience in the military academies/institutions, JROTC programs or other educational institutions for the purpose of placement on the salary schedule.		
	Junior ROTC instructors shall continue to receive a maximum of two (2) years credit for military service.		
Article 11 NEW 11.4	11.4 Drug/Alcohol Testing	Employees recognize their obligation to conduct themselves with appropriate professional standards and support the Board's legal requirement to maintain an alcohol and drug-free workplace and school community. The Board may require that an employee be tested for drugs or alcohol based upon reasonable suspicion only. Reasonable suspicion testing may occur when a principal/supervisor has reason to suspect that an employee may be under the influence of alcohol or drugs while working. The basis for reasonable suspicion shall be documented in writing and given to the employee or representative at the time the test is requested. Reasonable suspicion may be based upon observed or eyewitness-reported behavior, such as 1. direct observation of drug/alcohol use; 2. direct observation of possession of drugs or alcohol on PGCPS property; or 3. exhibiting the physical symptoms of drug and/or alcohol use, such as appearance, erratic behavior, speech, or smell. If any of these criteria exist, documentation or personal knowledge of an employee's history of being under the influence of alcohol or drugs may also be considered. Any employee who tests positive under this provision may request consideration to seek rehabilitation through an approved treatment program in lieu of suspension or termination, which shall be considered, but shall not be binding upon the Superintendent and/or the Superintendent's Designee. If the treatment program requires the employee to miss work, the employee shall use his/her accrued leave or leave without pay. Any employee who tests positive during reasonable suspicion and who is not suspended or terminated because the employee participated in a rehabilitation option may be subjected to a return-to-work agreement.	

suspicion The Boa drug me Federal	oyee who refuses to submit to reasonable testing will be deemed to have failed testing. In will adhere to the cutoff levels for drugs and abolites (§26.163) in the Electronic Code of Regulations (of the National Archives and	
	Administration) to account for the accuracy of rug test and to determine if an employee was	
impaired	while working.	

Proposal Responses:

- Tentative Agreement (TA)
 - o TA of PGCEA Counter
- Decline
 - o Decline Maintain Current Language
 - Decline "Reason"
- Withdrawn
- Further Review Needed
- HOLD
 - o Hold to Proposal
- Ask for a Counter