

FY 2026-2028 PGCEA Negotiations

PGCEA March 4, 2025, Miscellaneous 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 1 1.1 Duration of Agreement	Article 1 – Preamble 1.1 DURATION OF AGREEMENT This Agreement is made and entered into by and between the Board of Education of Prince George’s County and the Prince George’s County Educators’ Association for the period of July 1, 2022, through June 30, 2025. On or before January 1 of a negotiating year, representatives of the Board and PGCEA shall enter into discussions regarding the contents of a new Agreement.	1. DURATION OF AGREEMENT This Agreement is made and entered into by and between the Board of Education of Prince George’s County and the Prince George’s County Educators’ Association for the period of July 1, 2022 2025, through June 30, 2025 2028. On or before January 1 October 1 of a negotiating year, representatives of the Board and PGCEA shall enter into discussions regarding the contents of a new Agreement.	<p>We want a three-year agreement.</p> <p>October 1 is too early in the budget process.</p>	<p>Hold on Proposal</p>	This Agreement is made and entered into by and between the Board of Education of Prince George’s County and the Prince George’s County Educators’ Association for the period of July 1, 2022 2025, through June 30, 2025 2029. <p>This will allow the system to be more flexible with scheduling negotiation sessions and focus on one union at a time.</p>
Article 1 2.7 Contract Employees	Article 2 - Recognition 2.7 CONTRACT EMPLOYEES The Board shall not hire contract employees for PGCPS Unit I positions without notification to PGCEA. If requested, discussion of the need and purpose of such action will occur with PGCEA. NEW NEW	2.7 CONTRACT EMPLOYEES The Board shall not hire contract employees for PGCPS Unit I positions without notification to PGCEA. If requested, discussion of the need and purpose of such action will occur with PGCEA. <div>A. The Board shall not hire contract employees not directly employed by PGCPS for any positions assigned to Unit I without notification, discussion, and the agreement of PGCEA.</div> <div>B. Any work normally done by Unit I members, such as compensatory services, second assignments, and summer school, shall be advertised and offered to Unit I members before being offered to contract employees, vendors, or non-PGCPS service providers.</div>	2.7 CONTRACT EMPLOYEES The Board shall not hire contract employees for PGCPS Unit I positions without notification to PGCEA. If requested, discussion of the need and purpose of such action will occur with PGCEA. <div>A.—The Board shall not hire contract employees not directly employed by PGCPS for any positions assigned to Unit I without notification, discussion, and the agreement of PGCEA.</div> <div>B. Any work normally done by Unit I members, such as compensatory services, second assignments, and summer school, shall be advertised and offered to Unit I members before being offered to contract employees, vendors, or non-PGCPS service providers. This has not been an issue, but it is a management right to hire contractors when the needs of the schools require. Maintain current language and agree to B.</div>	<p>Hold on Proposal A</p> <p>Agreement on Proposal B</p>	<p>Reject. Maintain current contract language.</p> <p>This has not been an issue, but it is a management right to hire contractors when the needs of the schools require. If we are unable to come to an agreement regarding both provisions, we will need to HOLD to the current language.</p>
Article 4 NEW 4.6 - Contract Compliance	Article 4 – PGCEA Rights of Representation Recognition NEW	4.6 CONTRACT COMPLIANCE No changes, exceptions or waivers to this agreement shall be proposed or enacted at individual schools or other worksites. Principals/Supervisors shall not hold votes of Unit I members at their schools/worksites on changes to any provisions of the negotiated agreement.	4.6 CONTRACT COMPLIANCE No changes, exceptions or waivers to this agreement shall be proposed or enacted at individual schools or other worksites. Principals/Supervisors shall not hold votes of Unit I members at their schools/worksites on changes to any provisions of the negotiated agreement. Hold for further consideration of possible school-based options.		<p>PGCPS acknowledges that PGCEA is the exclusive representative for Unit I members, and it is captured in the NA opening. As PGCEA is aware of through the grievance procedures, worksite decisions must adhere to the NA and cannot be superseded with a vote by members. This has been noted in grievance responses where the grievance has been upheld.</p>
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.		

<div><div>B. Definitions, as applied to ARTICLE 5</div><div>C. Procedures</div><div>Step Three</div></div>	<div><div><div>1. A complaint is any problem or misunderstanding that can be settled orally between the parties involved.</div><div>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.</div><div>3. An aggrieved person/party is a Unit I member(s) making the claim.</div><div>4. The term Unit I member(s) includes individuals or groups who are members of the bargaining unit covered by this Agreement.</div><div>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.</div><div>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.</div></div><div><div>C. Procedures</div><div>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.</div></div><div><div>Step Three</div><div>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.</div></div></div>	<div><div><div>1. A complaint is any problem or misunderstanding that can cannot be settled orally between the parties involved.</div><div>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.</div><div>3. An aggrieved person/party is a Unit I member(s) making the claim.</div><div>4. The term Unit I member(s) includes individuals or groups who are members of the bargaining unit covered by this Agreement.</div><div>5. A party of interest is the person(s) making a claim and person(s) who may be required to take action or against whom action may be taken in order to resolve the claim.</div><div>6. The term days shall mean days other than Saturday, Sunday and School Holidays workdays. 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 feasible.</div></div><div><div>C. Procedures</div><div>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.</div></div><div><div>Step Three</div><div>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 the written response will be adjusted. A PGCEA staff member may be present at the meeting or conference.</div></div></div>	<div><div><div>1. A complaint is any problem or misunderstanding that can cannot be settled orally between the parties involved.</div><div>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.</div><div>3. An aggrieved person/party is a Unit I member(s) making the claim.</div><div>4. The term Unit I member(s) includes individuals or groups who are members of the bargaining unit covered by this Agreement.</div><div>5. A party of interest is the person(s) making a claim and person(s) who may be required to take action or against whom action may be taken in order to resolve the claim.</div><div>6. The term days shall mean days other than Saturday, Sunday and School Holidays business days workdays. 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 feasible.</div></div><div><div>C. Procedures</div><div>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.</div></div><div><div>Step Three</div><div>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 the 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.</div><div>Accept as revised</div></div><div><div>Step Four</div></div></div>	<div><div>Agree to the use of business days throughout the agreement</div><div>Agree to keep practicable</div></div>	<div>TA – maintain existing contract language with the use of business days throughout and the term “when practicable”.</div>
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<p>Step Four</p>	<p><i>Step Four</i></p> <p>If the aggrieved party is not satisfied with the decision of the Chief Human Resources Officer or if the Chief Human Resources Officer fails to render a decision within the prescribed time, PGCEA will have 15 business days in which to provide written request for Arbitration. Upon receipt, an arbitrator shall be appointed from a panel consisting of three (3) mutually agreeable arbitrators and six (6) additional arbitrators with three (3) named by PGCEA and three (3) named by the Board annually on or about July 1 of each year. Each of the parties may replace their selected arbitrators during the year. The three (3) mutually agreed arbitrators may only be changed, if necessary, by mutual agreement of both parties.</p> <p>Selection shall be made by alternately striking names from the list until one name remains within thirty (30) days of receipts of the grievance at the Step 4 level. Such person shall be designated as the arbitrator.</p> <p>The parties understand and agree that those matters not covered by this Agreement are, consistent with Section 1.06 herein, reserved for Board policy and 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 onboth parties, subject to the following principles:</p>	<p>Copies will be sent to the aggrieved person, the principal or supervisor and PGCEA.</p> <p><i>Step Four</i></p> <p>If the aggrieved party is not satisfied with the decision of the Chief Human Resources Officer or if the Chief Human Resources Officer fails to render a decision within the prescribed time, PGCEA will have 15 business days in which to provide a written request for Arbitration. Upon receipt, an arbitrator shall be appointed from a panel consisting of three (3) mutually agreeable arbitrators and six (6) additional arbitrators with three (3) named by PGCEA and three (3) named by the Board annually on or about July 1 of each year. Each of the parties may replace their selected arbitrators during the year. The three (3) mutually agreed arbitrators may only be changed, if necessary, by mutual agreement of both parties.</p> <p>Selection shall be made by alternately striking names from the list until one name remains within thirty (30) days of receipts of the grievance at the Step 4 level. Such person shall be designated as the arbitrator. The parties understand and agree that those matters not covered by this Agreement are, consistent with Section 1.06 herein, reserved for Board policy and 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:</p>	<p>If the aggrieved party is not satisfied with the decision of the Chief Human Resources Officer or if the Chief Human Resources Officer fails to render a decision within the prescribed time, PGCEA will have 15 business days in which to provide a written request for Arbitration. Upon receipt, an arbitrator shall be appointed from a panel consisting of three (3) mutually agreeable arbitrators and six (6) additional arbitrators with three (3) named by PGCEA and three (3) named by the Board annually on or about July 1 of each year. Each of the parties may replace their selected arbitrators during the year. The three (3) mutually agreed arbitrators may only be changed, if necessary, by mutual agreement of both parties.</p> <p>Selection shall be made by alternately striking names from the list until one name remains within thirty (30) days of receipts of the grievance at the Step 4 level. Such person shall be designated as the arbitrator.</p> <p>The parties understand and agree that those matters not covered by this Agreement are, consistent with Section 1.06 herein, reserved for Board policy and 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: Accept</p>		
<p>Article 7 G. Job Sharing</p>	<p>Article 7 – Teacher Educator Assignment G. Job Sharing</p> <p>With the approval of the principal and the Chief Human Resources Officer, two teachers may volunteer to share a classroom teaching assignment. Approval of such job-sharing would be based upon educationally sound principles and assurance that the students involved will not be adversely affected by such an assignment.</p> <p>In those instances, where job-sharing is approved, the assignment will be for one year at a time. Extension of such an assignment will be based upon an evaluation of the successful completion of the educational goals and objectives set forth at the beginning of the assignment.</p> <p>Teachers on job-sharing assignments will receive prorated personal leave and sick leave benefits. Seniority for teachers on job-sharing assignments will accrue on the same basis as other part-time teachers.</p> <p>Premium payments toward insurance benefits will be on a prorate basis.</p>	<p>G. Job Sharing</p> <p>With the approval of the principal/supervisor and the Chief Human Resources Officer, two teachers Unit I members may volunteer to share an classroom teaching assignment. Approval of such job-sharing would be based upon educationally sound principles and assurance that the students involved will not be adversely affected by such an assignment.</p> <p>In those instances where job-sharing is approved, the assignment will be for one year at a time. Extension of such an assignment will be based upon an evaluation of the successful completion of the educational goals and objectives set forth at the beginning of the assignment.</p> <p>Teachers Unit I members on job-sharing assignments will receive prorated personal leave and sick leave benefits. Seniority for teachers Unit members on job-sharing assignments will accrue on the same basis as other part-time teachers unit members.</p> <p>Premium payments toward insurance benefits will be on a prorated basis.</p>	<p>Agree to changing “teacher” to “educator” throughout. We are considering the impact of this proposal.</p>		<p>Agree to change “teacher” to “educator” throughout. However, we want to hold to the original contract language with respect to “Unit I” members. This provision was intended for job-sharing between classroom teachers at school-based locations.</p> <p>G. Job Sharing</p> <p>With the approval of the principal/supervisor and the Chief Human Resources Officer, two teachers Unit I members educators may volunteer to share an classroom teaching school-based teaching assignment. Approval of such job-sharing would be based upon educationally sound principles and assurance that the students involved will not be adversely affected by such an assignment.</p> <p>In those instances where job-sharing is approved, the assignment will be for one year at a time. Extension of such an assignment will be based upon an evaluation of the successful completion of the educational goals and objectives set forth at the beginning of the assignment.</p> <p>Teachers Unit I members Educators on job-sharing assignments will receive prorated personal leave and sick leave benefits. Seniority will accrue on the same basis as other part-time Unit I members during the approved for teachers Unit members on job-sharing</p>

					<div>assignments will accrue on the same basis as other part-time teachers unit members.</div> <div>Premium payments toward insurance benefits will be on a prorated basis.</div>
<div>Article 10</div> <div>10.2 Procedures for Implementing Voluntary Transfers</div> <div>A. General Criteria</div>	<div>Article 10.2 – Procedures for Implementing Voluntary Transfers</div> <div>A. General Criteria</div> <div>The Board and PGCEA agree that requests for transfer shall be considered subject to the following criteria:</div> <div>1. Factors to be considered:</div> <div>a. Professional Certification for the position desired.</div> <div>b. Tenure status: Non-tenured Professionally Certified Unit I members will be able to access the voluntary transfer process but shall be limited to one voluntary transfer during their probationary/non-tenure period</div> <div>c. Seniority.</div> <div>d. Filling a difficult to staff or critical shortage content area based on the needs of the school system (i.e., ESOL).</div> <div>e. Content areas requiring special qualifications such as dual certification or performance experience (i.e., language immersion, creative/visual and performing arts).</div> <div>f. Professional qualifications and competence relative to the needs in an available position.</div> <div>g. Proximity to place of residence.</div> <div>h. Other relevant factors.</div> <div>2. All voluntary transfers shall be acceptable to the receiving principal.</div> <div>3. When a teacher whose performance has been satisfactory in a full-time assignment is reassigned to an itinerant position and subsequent to the itinerant assignment a full-time vacancy occurs in one of the assigned schools, the teacher will be given priority consideration for reassignment to the full-time vacancy, if said teacher expresses a desire for the full-time assignment.</div> <div>4. On request, between April 1 - July 15, the Division of Human Resources will supply to PGCEA a list of vacant teaching positions.</div> <div>B. Transfer Procedure</div> <div>1. Unit I members will have the opportunity to submit an electronic voluntary transfer application and any other supplemental information in support of the transfer application (i.e. resume and certification) through iRecruitment in Oracle Self Service between January 15 and March 15.</div> <div>2. When the Division of Human Resources receives official notification (between April 1 and July 15) that a position will be vacant for the subsequent school year, the position will be filled in accordance with the procedure enumerated below.</div> <div>a. The Division of Human Resources will provide Principals with access to all applicants who have</div>	<div>A. General Criteria</div> <div>The Board and PGCEA agree that requests for transfer shall be considered subject to the following criteria:</div> <div>1. Factors to be considered:</div> <div>a. Professional Licensure/Certification for the position desired.</div> <div>b. Tenure status: Non-tenured Professionally Licensed/Certified Unit I members will be able to access the voluntary transfer process but shall be limited to one voluntary transfer during their probationary/non-tenure period.</div> <div>c. Seniority.</div> <div>d. Filling a difficult to staff or critical shortage content area based on the needs of the school system (i.e., ESOL).</div> <div>e. Content areas requiring special qualifications such as dual licensure/certification or performance experience (i.e., language immersion, creative/visual and performing arts).</div> <div>f. Professional qualifications and competence relative to the needs in an available position.</div> <div>g. Proximity to place of residence.</div> <div>h. Other relevant factors.</div> <div>2. All voluntary transfers shall be acceptable to the receiving principal/supervisor.</div> <div>4. On request, between April 1 - July 15, the Division of Human Resources will supply to PGCEA a list of vacant teaching Unit I positions.</div> <div>B. Transfer Procedure</div> <div>1. Unit I members will have the opportunity to submit an electronic voluntary transfer application and any other supplemental information in support of the transfer application (i.e. resume and license/certification) through iRecruitment in Oracle Self Service between January 15 and March 15.</div> <div>2. When the Division of Human Resources receives official notification (between April 1 and July 15) that a position will be vacant for the subsequent school year, the position will be filled in accordance with the procedure enumerated below.</div> <div>a. The Division of Human Resources will provide Principals/Supervisors with access to all applicants who have applied for a transfer to</div>	<div>A. General Criteria</div> <div>The Board and PGCEA agree that requests for transfer shall be considered subject to the following criteria:</div> <div>1. Factors to be considered:</div> <div>1) Professional Licensure/Certification for the position desired.</div> <div>2) Tenure status: Non-tenured Professionally Licensed/Certified Unit I members will be able to access the voluntary transfer process but shall be limited to one voluntary transfer during their probationary/non-tenure period.</div> <div>3) Seniority.</div> <div>4) Filling a difficult to staff or critical shortage content area based on the needs of the school system (i.e., ESOL).</div> <div>5) Content areas requiring special qualifications such as dual licensure/certification or performance experience (i.e., language immersion, creative/visual and performing arts).</div> <div>6) Professional qualifications and competence relative to the needs in an available position.</div> <div>7) Proximity to place of residence.</div> <div>8) Other relevant factors.</div> <div>2. All voluntary transfers shall be acceptable to the receiving principal/supervisor.</div> <div>4. On request, between April 1 - July 15, the Division of Human Resources will supply to PGCEA notification a list of vacant teaching Unit I positions.</div> <div>Agree to changing “teacher” to “educator” throughout. We are considering the impact of this proposal.</div> <div>We are considering the procedures in B.</div>		<div>Same as 3/18/25</div>

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

	<p>names of any teacher(s) who have been declared staff reductions in accordance with the following procedures applied in sequential order:</p> <ol style="list-style-type: none"> 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: <ol style="list-style-type: none"> a. The least senior person in the PGCPs in that school within the category affected. <p>Categories are as follows:</p> <ul style="list-style-type: none"> • 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 previous year. c. The procedures indicated above shall not apply in the transferring of itinerant teachers resulting from the regrouping of schools. <p>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.</p> <p>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</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>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:</p> <ol style="list-style-type: none"> 1. 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. 2. 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. 3. Should the previous two steps not satisfy the required transfer, the decision shall be made according to: <ol style="list-style-type: none"> a. The least senior person in the PGCPs in that school/department within the category affected. <p>Categories are as follows:</p> <ul style="list-style-type: none"> • Early Childhood Education/Elementary Areas (Grades Pre 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 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. <p>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.</p> <p>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</p> <p>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,</p>	<p>I members who have been declared staff reductions in accordance with the following procedures applied in sequential order:</p> <ol style="list-style-type: none"> 1. 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. 2. 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. 3. Should the previous two steps not satisfy the required transfer, the decision shall be made according to: <ol style="list-style-type: none"> a. The least senior person in the PGCPs in that school/department within the category affected. <p>Categories are as follows:</p> <ul style="list-style-type: none"> • Early Childhood Education/Elementary Areas (Grades Pre 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 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. <p>We are considering the procedures in 10.3 A.</p> <p>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</p> <p>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</p> <p>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</p>	
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	<p>referred and/or selected, the Division of Human Resources will assign the teacher to an existing vacancy.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>teachers Unit I members to be involuntarily transferred will be reassigned ahead of teachers those requesting voluntary transfers.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>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. Agreed</p> <p>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</p> <p>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</p> <p>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</p> <p>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 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</p>	
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		<p>assignments, an involuntary transfer may be effectuated at the secondary level until October 15.</p> <p>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 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.</p>	<p>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. Agreed</p>		
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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	<p>Article 6.1 – Work Year</p> <p>A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.</p> <p>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.</p> <p>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.</p> <p>5. Two days of asynchronous professional development will be provided to all Unit 1 members at a worksite of their choice:</p> <p>4. One full day during the scheduled school year for students specified for Professional</p>	<p>A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.</p> <p>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.</p> <p>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.</p> <p>5. Two days of asynchronous professional development will be provided to all Unit 1 members at a worksite of their choice:</p> <p>4. 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</p>	<p>PGCEA rejects the referral of any of our workload proposals to a committee.</p> <p>Note: PGCEA is not making any proposals regarding changes to the school calendar, only the use of days in the 192-day work year.</p>	<p>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.</p> <p>A.1, 3, 5</p>

	<p>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.</p> <p>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 scheduled pre-service days shall not face disciplinary action if they are unable to attend.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>7. Professional School Counselors shall be eleven (11) month Unit I positions – effective June 1, 2023.</p> <p>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.</p> <p>9. School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.</p> <p>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</p>	<p>Development, Unit I members will have self-directed professional development at a worksite of their choice. The CEO Superintendent will formally announce the specific date by September 1 of each year-</p> <p>b. One full day during the scheduled school year, Unit I 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.</p> <p>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.</p> <p>8. 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.</p> <p>9. 7 Professional School Counselors shall be eleven (11) month Unit I positions effective June 1, 2023.</p> <p>10. 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.</p> <p>11. 9 School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.</p> <p>12. 10 A full time Athletic Director position will be assigned to all PGCPs high schools and added to the 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.</p> <p>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.</p>	<p>Superintendent will formally announce the specific date by September 1 of each year-</p> <p>b. One Two full pre-service days where during the scheduled school year, Unit I 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.</p> <p>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.</p> <p>8. 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.</p> <p>9. 7 Professional School Counselors shall be eleven (11) month Unit I positions effective June 1, 2023.</p> <p>10. 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.</p> <p>11. 9 School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.</p> <p>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.</p> <p>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.</p> <p>Hold for Study.</p>	<p>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 calendar weeks without duty days when there are not any duty days scheduled, unless there is mutual agreement to do otherwise.</p> <p>8. TA</p> <p>9. TA</p> <p>10. TA</p> <p>11. TA</p> <p>12. TA</p> <p>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.</p>
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	effective June 1, 2023. The Athletic Director/Teacher pay scale will be eliminated.				
Article 6 6.2 Work Day A.	<p>Article 6.2 – Workday</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p> <p>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.</p>	<p>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.</p> <p>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 clean-up.</p> <p>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.</p>		<p>A. TA</p> <p>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.</p> <p>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.</p>
Article 6 6.1 Work Year C. Planning Time	<p>C. Planning Time</p> <p>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.</p> <p>2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed:</p> <p>a. Secondary schools: The principal shall schedule a minimum continuous block of forty-five (45) 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.</p> <p>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 unforeseeable circumstances.</p> <p>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.</p>	<p>C. Planning Time</p> <p>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.</p> <p>2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed:</p> <p>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 I member during the student day. A minimum of two days per week a teacher shall receive planning for a full class period.</p> <p>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</p>	<p>Hold for study by committee.</p>	<p>PGCEA rejects the referral of any of our workload proposals to a committee.</p>	<p>HOLD - Pending further review</p>

<div>NEW 4 – PGCEA Proposal that would shift the current Item 4 to Item 5</div> <div>NEW 6</div>	<p>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.</p>	<p>at 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.</p> <p>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</p> <p>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.</p> <p>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.</p>	<div>Hold for review as part of full economic proposal.</div> <div>Reject additions to principal duties.</div>		<p>3. 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.</p> <p>4. 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.</p> <p>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.</p> <p>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.</p>
<div>Article 6</div> <div>6.1 Work Year</div> <div>F. Covering for Non-classroom Based Educators</div>	<p>F. Covering for Non-classroom Based Educators</p> <p>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 assignment, the Unit I member shall be compensated thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirtyfour (\$34.00) in FY25 per hour, in no less than one hour increments for such additional assignment.</p> <p>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</p>	<p>F. Covering for Non-classroom Based Educators</p> <p>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 assignment, the Unit I member shall be compensated 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 one hour increments for such additional assignment.</p> <p>2. In the event a non-classroom-based educator is absent, and the principal/ supervisor divides the</p>	<div>Hold for further review and consideration as part of full economic proposal.</div>		<p>F. Covering for Non-classroom Based Educators</p> <p>1. In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work of another Unit I position member in addition to their regular assignment, the Unit I member shall be compensated 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 one hour increments for such additional assignment.</p>

	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 dismissal duties if they are going to be absent from work.	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. Agreed		
Article 7 L	<p>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.</p> <ol style="list-style-type: none"> 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. 	<p>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.</p> <ol style="list-style-type: none"> 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. 	<p>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.</p> <ol style="list-style-type: none"> 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	<p>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.</p> <ol style="list-style-type: none"> 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. 	<p>Hold for review. We have a concern about test security and length of time. Should not take 4 days.</p> <p>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.</p> <ol style="list-style-type: none"> 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

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.	PGCEA 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.	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	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

<p>Article 24 NEW H</p>	<p>NEW</p>	<p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p>	<p>Hold on Proposed Language H & I 3/25/25</p>	<p>Same as 3/18/25</p>
<p>Article 24 NEW I</p>	<p>NEW</p>	<p>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.</p>	<p>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.</p>		<p>Same as 3/18/25</p>
	<p>NEW</p>	<p>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.</p> <p>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.</p>	<p>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.</p> <p>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/immigration.aspx, but we decline to negotiate.</p>		<p>Same as 3/18/25</p>

<p>Article 13 A</p>	<p>Article 13 – Employee Rights</p> <p>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.</p>	<p>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.</p>	<p>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.</p>		<p>Same as 3/18/25</p>
<p>Article 13 B</p>	<p>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.</p>	<p>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.</p>	<p>Agreed</p>		<p>Same as 3/18/25</p>
<p>Article 13 C</p>	<p>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.</p> <p>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.</p>	<p>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.</p>	<p>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.</p>		<p>Same as 3/18/25</p>
<p>Article 13 D</p>	<p>D. No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.</p> <p>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.</p>	<p>No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.</p> <p>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.</p> <p>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.</p> <p>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.</p>		<p>No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.</p> <p>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.</p> <p>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.</p> <p>b. the Unit I member being informed of the specific allegation(s) against them before being asked to</p>

	<p>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.</p>	<p>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.</p> <p>d. Generally, employee evaluation conferences are not conducted as disciplinary in nature.</p> <p>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.</p> <p>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.</p>	<p>4. —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.</p> <p>5. Generally, employee evaluation conferences are not conducted as disciplinary in nature.</p> <p>6. 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.</p> <p>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 should remain – especially since this provision applies “extenuating circumstances.”</p>		<p>provide any incident statements or attend any interview.</p> <p>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.</p> <p>d. Generally, employee evaluation conferences are not conducted as disciplinary in nature.</p> <p>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.</p> <p>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 should remain –especially since this provision applies “extenuating circumstances.”</p>
<p>Article 13 I</p> <p>NEW 1.a-d</p>	<p>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.</p>	<p>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.</p> <p>1. Timely Investigation</p> <p>a. PGCPs will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying.</p> <p>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.</p> <p>c. Transparency: The complainant will be kept informed of the investigation's progress and outcome.</p> <p>d. Protection from Retaliation: Unit I members who report incidents will be protected from retaliation. Complaints of retaliation will be</p>	<p>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.</p> <p>1. —Timely Investigation</p> <p>a. —PGCPs will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying.</p> <p>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.</p> <p>c. —Transparency: The complainant will be kept informed of the investigation's progress and outcome.</p> <p>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.</p>		<p>Reject – Maintain the current NA language.</p> <p>This is covered under PGCPs Administrative Procedures 4170 and 4185.</p>

		investigated promptly, and appropriate consequences will be developed and enforced.			
Article 13 NEW K	NEW	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 NEW A.5	Article 14 – Educator Facilities, Equipment and Supplies A. 5. NEW (insert between existing A4 and A5)	5. 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 classrooms for the instruction of their students at each school they are assigned.		Same as 3/18/25
Article 14 6	5. A restroom(s) reserved for the exclusive use of faculty 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.	6. Accessible restroom(s) reserved for the 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.	6. Accessible restroom(s) reserved for the exclusive use 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	16. Unit I members shall receive \$100 during the first 30 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 \$100 five hundred dollars (\$500.00) during the first 30 days of the each 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 up to \$100 five <u>_____</u> hundred dollars (\$ <u>_____</u>) (\$500.00) during the first 30 days of the each school year for SY 23, SY 24, and SY 25 for the reimbursement of costs incurred for the purchase of supplies, materials, and other items used in the workplace upon the presentation of verifiable receipts.		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 SY 23, SY 24, and SY 25 for the reimbursement of costs incurred for the purchase of supplies, materials, and other items used in the workplace.
Article 14 NEW 21	NEW	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 C.	Article 15 – Classroom Management and Discipline 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	NEW	D. Instances of significant or repeated student misconduct, classroom disruption, or	D. Instances of significant or repeated student misconduct, classroom disruption, or insubordination shall be documented by the Unit I member on the PGCPs discipline referral form		

		insubordination shall be documented by the Unit I member on the PGCPs discipline referral form and submitted to the administration. The administration shall return the discipline referral form to the Unit I member within four (4) workdays, noting the action taken to address the misconduct. In the event the principal fails to take any action within four (4) workdays, or if the Unit I member is not satisfied with the action indicated, the Unit I member may request that the situation be reviewed by the Instructional Director. The principal’s decision is to be implemented pending a review by the Instructional Director which is to be completed within seven (7) workdays of receipt of the Unit 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.	and submitted to the administration. The administration shall promptly return the discipline referral form to the Unit I member within four (4) workdays, noting the action taken to address the misconduct. In the event the principal fails to take any action within four (4) workdays, or if the Unit I member is not satisfied with the action indicated, the Unit I member may request that the situation be reviewed by the Instructional Director. The principal’s decision is to be implemented pending a review by the Instructional Director which is to be completed within seven (7) workdays of receipt of the Unit 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.		
Article 15 NEW H	NEW	H. Unit I members will not be subject to a student 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.	H. Unit I members will not be subject to a student 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.		Same as 3/18/25
Article 15 NEW I	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. 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 throughout the 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 throughout the school year.

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 Alpha Number (& Letter if applicable)	Current language	PGCEA Proposal – March 25, 2025	PGCPs Response – April 1, 2025	PGCEA Response	PGCPs Response – April 22, 2025
Article 4	4.5 FACULTY ADVISORY COUNCIL	4.5 FACULTY ADVISORY COUNCIL	4.5 FACULTY ADVISORY COUNCIL		

4.5 A	A. A Faculty Advisory Council is to be established by the Unit I members in every school, work site or department .	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.	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 . Reject. Maintain current language.		Same as 4/1/25
Article 4 4.5 H	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 PGCEA and to the principal or supervisor designated by the Chief Executive Officer.	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 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.	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 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 I 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 I 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 change shall not occur.			
<p>Article 12</p> <p>D.5</p> <p>NEW 6 (insert)</p>	<p>D. Academic Freedom</p> <p>5. Student grade changes will be handled in accordance with administrative procedures.</p> <p>NEW</p>	<p>D. Academic Freedom</p> <p>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.</p> <p>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.</p>	<p>D. Academic Freedom</p> <p>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.</p> <p>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.</p> <p>Reject. Maintain current language</p>		Same as 4/1/25
<p>Article 23</p> <p>NEW 23.14 (is this 23.13?)</p>	NEW	<p>23.14 Elected Faculty Representatives on Improvement Planning Teams</p> <p>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.</p>	<p>23.14 Elected Faculty Representatives on Improvement Planning Teams</p> <p>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.</p> <p>Hold. Economic Item.</p>		Same as 4/1/25
<p>Article 24</p> <p>A</p>	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.	<p>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.</p>	<p>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.</p> <p>Counter-proposal 03/25/25</p>		Same as 4/1/25
<p>Article 24</p> <p>C</p>	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		<p>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. The monthly meeting</p>

NEW D	NEW	<p>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.</p>			
E (move B to E)	Current B	<p>D. No subject area shall be required to administer more than one county level assessment in a quarter.</p> <p>E. B. The total number of hours any PGCPs student spends on mandated state or local 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.</p>	<p>HOLD – further consideration.</p> <p>HOLD – further consideration.</p>		

PGCEA March 25, 2025, Smaller Class Sizes, Case Loads, and Service Provider Ratios 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 20.4 A (create 20.4 A)	<p>20.4 ASSIGNMENT EQUALIZATION</p> <p>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.</p> <p>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</p>	<p>20.4 ASSIGNMENT EQUALIZATION</p> <p>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</p>	<p>Reject – not willing to negotiate class sizes</p>		<p>Same as 4/1/25</p>

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

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

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

	<p>approved in writing from the Chief Human Resources Officer/designee.</p> <p>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.</p> <p>5. Personal leave shall not be cumulative.</p> <p>6. Unused personal leave will be transferred to accumulated sick leave at the end of the year.</p> <p>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.</p>	<p>school, except as approved in writing from the Chief Human Resources Officer/designee.</p> <p>4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing from by the Chief Human Resources Officer. Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university.</p>	<p>4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing from by the Area Associate Superintendent/designee Chief Human Resources Officer. Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university.</p> <p>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.</p>		
Article 17 I	<p>I. Professional Growth Leave</p> <p>Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization recognized by the district. By special request, additional days may be granted by the Chief Executive Officer or designee and will not be unreasonably denied.</p>	<p>I. Professional Growth Leave</p> <p>Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization recognized by the district. This leave is in addition to 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.</p>	<p>I. Professional Growth Leave</p> <p>Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization recognized by the district. This leave is in addition to 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.</p> <p>TA as revised</p>		
Article 17 K	<p>K. Leave</p> <p>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.</p>	<p>K. Selective Service Leave</p> <p>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.</p>	<p>TA</p>		
Article 17 NEW Q	<p>NEW</p>	<p>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.</p>	<p>HOLD – further discussion on implementation if this proposal were to be accepted</p> <p>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?</p>		
Article 21 21.1 A	<p>21.1 TUITION REIMBURSEMENT</p>	<p>21.1 TUITION REIMBURSEMENT</p>	<p>21.1 TUITION REIMBURSEMENT</p>		

<div>B</div> <div>C</div>	<p>A. Recommendations from the joint PGCEA/PGCPS Tuition Reimbursement Task Force shall be given primary consideration for changes to the tuition reimbursement program.</p> <p>B. Funding for the Tuition Reimbursement Program shall be:</p> <ol style="list-style-type: none"> \$4,000,000 in FY 23 \$4,000,000 in FY 24 \$4,000,000 in FY 25 <p>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:</p> <ol style="list-style-type: none"> Any course to maintain a valid teaching certificate. Any advanced degree or certification in the unit members’ field, current assignment, or a future certification. An advanced degree in education. 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. <p>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.</p> <p>The timeline for submission will be determined by the joint PCGEA-PGCPS Tuition Rebursement Taskforce.</p> <p>The Board of Education shall continue to use its best efforts to provide workshops whereby a Unit I 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</p>	<p>B. Funding for the Tuition Reimbursement Program shall be:</p> <ol style="list-style-type: none"> \$4,000,000 in FY 23 \$4,000,000 in FY 24 \$4,000,000 in FY 25 <p>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:</p> <ol style="list-style-type: none"> Any course to maintain a valid teaching certificate. Any advanced degree or certification in the unit members’ field, current assignment, or a future certification. An advanced degree in education. 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. 	<p>A. Recommendations from the joint PGCEA/PGCPS Tuition Reimbursement Task Force shall be given primary consideration for changes to the tuition reimbursement program.</p> <p>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.:</p> <ol style="list-style-type: none"> \$4,000,000 in FY 23 \$4,000,000 in FY 24 \$4,000,000 in FY 25 <p>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:</p> <ol style="list-style-type: none"> Any course to maintain a valid teaching certificate. Any advanced degree or certification in the unit members’ field, current assignment, or a future certification. An advanced degree in education. 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. <p>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.</p> <p>The timeline for submission will be determined by the joint PCGEA-PGCPS Tuition Reimbursement Rebursement Taskforce.</p> <p>The Board of Education shall continue to use its best efforts to provide workshops whereby a Unit I member can receive credit toward an Advanced Professional Certificate. PGCEA may submit to the Board of Education requests for PGCEA to conduct specified workshops for state approved credit. The request must include a detailed content description of what will be offered. If approved by the Board of Education and the State Board of Education, the workshop will be offered. If approved, the workshop will be offered, provided that there is no cost to the Board of Education.</p> <p>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</p>		
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D	<p>be offered, provided that there is no cost to the Board of Education.</p> <p>D. From time to time, the Board may offer to Unit I Members particular training or certification program (e.g. Reading Recovery, Montessori etc.) at no out of pocket cost to the Unit I Member. When those opportunities are offered, the Board of Education may, in consultation with PGCEA, require that participating Unit I members reimburse the Board of Education for expenses paid for the program, in the event said member fails to successfully complete the program or fails to remain an employee of PGCPs for the period of time after completing the program as specified by the Board of Education in its announcement of the program. In the event that a Unit I member becomes obligated to reimburse the Board of Education for such expenses; the Board of Education is authorized to deduct the amount due from the Unit I member’s payroll check(s) on a prorated basis and after the Unit I member has been notified of such deduction. PGCEA will receive prior notification about any programs established under this section and will have input into the reimbursement parameters.</p>		<p>Education may, in consultation with PGCEA, require that participating Unit I members reimburse the Board of Education for expenses paid for the program, in the event said member fails to successfully complete the program or fails to remain an employee of PGCPs for the period of time after completing the program as specified by the Board of Education in its announcement of the program. In the event that If a Unit I member becomes obligated to reimburse the Board of Education for such expenses,; the Board of Education is authorized to deduct the amount due from the Unit I member’s payroll check(s) on a prorated basis and after the Unit I member has been notified of such deduction. PGCEA will receive prior notification about any programs established under this section and will have input into the reimbursement parameters.</p>		
<p>Article 21</p> <p>21.10</p> <p>A</p> <p>B</p>	<p>21.10 DISPOSITION OF UNUSED LEAVE</p> <p>A. Retirement</p> <p>Upon retirement in Prince George’s County, a Unit I members shall receive payment for three-tenths of his/her unused sick leave, not to exceed full pay for up to a maximum of 80 days for a ten-month Unit I member, 86 days for an eleven-month Unit I members, 92 days for a twelve-month Unit I members or for 25 days of accumulated annual leave, whichever is greater. A Unit I member retiring on disability would be eligible for such payment after five years of service in Prince George’s County. Unit I member would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment.</p> <p>B. Resignation</p> <p>For Unit I members hired prior to July 1, 2000, upon resignation after twelve years of service in Prince George’s County, a Unit I member shall receive payment for three-tenths of his/her unused sick leave not to exceed full pay for up to a maximum of 65 days for a ten-month Unit I member, 71 days for an eleven-month Unit I member, 77 days for a twelve- month Unit I member or 25 days of accumulated annual leave, whichever is greater. Unit I member would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment. All other employees, hired after July 1, 2000, will not be eligible for a pay out of unused sick leave upon resignation.</p>	<p>21.10 DISPOSITION OF UNUSED LEAVE</p> <p>A. Retirement</p> <p>Upon retirement in Prince George’s County, a Unit I members shall receive payment for three tenths one-half of his/her unused sick leave, not to exceed full pay for up to a maximum of 80 days for a ten-month Unit I member, 86 days for an eleven-month Unit I members, 92 days for a twelve-month Unit I members or for 25 days of accumulated annual leave, whichever is greater. A Unit I member retiring on disability would be eligible for such payment after five years of service in Prince George’s County. Any unused personal leave shall be counted as sick leave at the time of retirement. A Unit I member would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment.</p> <p>C. Death of a Unit I Member</p> <p>Upon the death of a Unit I member who is actively employed with the Board of Education at the time of his/her death, and who has been employed with the Board of Education for more than six (6) months, all earned annual leave remaining unused or up to three tenths one-half of the Unit I member’s unused sick leave not to exceed full pay for up to a maximum of 65 days for a ten-month Unit I members, 71 days for an eleven-month Unit I members and 77 days for a twelve-month Unit I members, whichever is greater, shall be paid to the estate of the deceased Unit I member. Any unused personal leave shall</p>	<p>Reject – maintain the current NA language because of the fiscal note required for this proposal</p>		

C	<p>C. Death of a Unit I Member.</p> <p>Upon the death of a Unit I member who is actively employed with the Board of Education at the time of his/her death, and who has been employed with the Board of Education for more than six (6) months, all earned annual leave remaining unused or up to three-tenths 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.</p>	<p>be counted as sick leave at the time of death. This payment shall be based upon the salary at the time of death.</p>			
<p>Article 21 21.12</p> <p>A</p> <p>B</p> <p>C</p> <p>D</p> <p>NEW E</p>	<p>21.12 INSURANCE COUNCIL</p> <p>A. A joint PGCPS/Labor Partners insurance council shall review school system employee healthcare data and make recommendations concerning the following, but not limited to, health insurance benefit design and cost for active and retired employees, dental insurance design and cost, life insurance, 403(b) and 457(b) programs.</p> <p>B. The Insurance Council shall be made up of representatives of the Chief Executive Officer and representatives of each of the labor unions. PGCEA members shall be appointed by the President of PGCEA.</p> <p>C. The Insurance Council shall meet bi-monthly September, November, January, March, and May of each school year to discuss, study, and report on suggestions pertaining to the employee benefits plans and costs. Minutes of such meetings shall be available to all members of the council.</p> <p>Association reps on the insurance council shall be entitled to organizational leave as outlined in the negotiated agreement.</p>	<p>21.12 INSURANCE COUNCIL</p> <p>A. A joint PGCPS/Labor Partners Insurance Council shall review school system employee healthcare data and make recommendations concerning the following, but not limited to, health insurance benefit design and cost for active and retired employees, dental insurance design and cost, life insurance, 403(b) and 457(b) programs.</p> <p>B. The Insurance Council shall be made up of representatives of the Chief Executive Officer and representatives of each of the labor unions. PGCEA members shall be appointed by the President of PGCEA.</p> <p>C. The Insurance Council will be co-chaired by a PGCPS and PGCEA Labor Group member. The Labor Group co-chair will be chosen by the labor group members of the council for a one-year term. The co-chairs shall be responsible for creating the agenda for all meetings and will alternate chairing council meetings.</p> <p>D. The Insurance Council shall meet bi-monthly September, November, January, March, and May of each school year to discuss, study, and report on suggestions pertaining to the employee benefits plans and costs. Additional meetings shall be held at the request of either PGCPS or the labor groups. Minutes of such meetings shall be available to all members of the council. Association reps on the insurance council shall be entitled to organizational leave as outlined in the negotiated agreement released from their normal work duties for meetings of the insurance council without loss of salary whenever it is jointly decided to hold such meetings during their workday.</p> <p>E. The tasks of the insurance council shall be focused on</p> <p>1. Making recommendations for plan design and rate setting with the assistance of a consultant. All members of the council will be provided with the necessary financial data to make these decisions, but individual information of plan participants shall not be shared with the council.</p>	<p>Reject – Hold to the current NA language. Recommendations for changes to the Insurance Council should be proposed in collaboration with PGCPS and the Labor Partners, not in isolation.</p>		

NEW F		<div>2. Making recommendations on the insurance fund reserve.</div> <div>3. Making recommendations on the PGCPs budget mark for funding employee benefits.</div> <div>4. Hearing member appeals.</div> <div>5. Evaluating insurance vendor bids.</div> <div>6. Reviewing monthly financial reports.</div> <div>F. The insurance council shall establish and appoint subcommittees as needed to address the following:</div> <div>1. Benefit coverage appeals.</div> <div>2. 403(b) and 457(b) Tax Sheltered Plans</div> <div>3. OPEB funding/cost containment.</div> <div>4. Ad Hoc committees to address council initiatives.</div>			
<div>Article 21</div> <div>21.15</div> <div>A</div> <div>B</div> <div>C</div> <div>NEW D (move current D to G)</div> <div>NEW E</div> <div>NEW F</div> <div>G (current D)</div>	<div>21.15 NATIONAL CERTIFICATIONS</div> <div>A Unit I member who has successfully completed and attained NBTS certifications shall receive:</div> <div>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.</div> <div>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.</div> <div>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.</div> <div>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 shall receive a salary increase of \$4000 annually effective July 1, 2022 through June 30, 2025.</div>	<div>21.15 NATIONAL CERTIFICATIONS</div> <div>A Unit I member who has successfully completed and attained NBPTS certifications shall receive:</div> <div>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.</div> <div>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.</div> <div>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.</div> <div>D. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in additional salary.</div> <div>E. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.</div> <div>F. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000.</div> <div>G. Unit I employees who have attained NBPTS or 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.</div>	<div>21.15 NATIONAL CERTIFICATIONS</div> <div>A Unit I member who has successfully completed and attained NBPTS certifications shall receive:</div> <div>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.</div> <div>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.</div> <div>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.</div> <div>E. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in additional salary.</div> <div>F. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.</div> <div>G. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000.</div> <div>H. Unit I employees who have attained NBPTS or 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 \$4,000 \$4000 \$13,000 annually effective July 1, 2022 through June 30, 2025.</div> <div>TA – Note this agreement is contingent upon full funding from MSDE for the MOC.</div>		

Article 21 NEW 21.16 Move current 21.16 down	NEW	21.16 CAREER LADDER IMPLEMENTATION <div><div>A. A joint PGCPS-PGCEA Career Ladder Development Board shall be maintained throughout the duration of this contract.</div><div><div>1. PGCPS and PGCEA shall each appoint one joint co-chair to the Board.</div><div>2. The Board shall have eight (8) appointed members; with four (4) members appointed by PGCEA and four (4) members appointed by PGCPS.</div><div>3. Each PGCEA member shall serve a three-year term.</div><div>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.</div><div>5. The Board shall review and make decisions for candidates moving from level three to level four of the Career Ladder.</div></div><div><div>B. Emoluments as described in Article 23.6 shall not be affected by the Career Ladder.</div><div>C. Structure of the Career Ladder</div><div><div>1. Level 1</div><div><div>a. Unit I members on level 1 of the Career Ladder will stay on the negotiated pay scale.</div><div>b. All Unit I members are eligible for advancement on the Career Ladder</div></div></div><div><div>2. Level 2</div><div><div>a. Unit I members on level 2 of the Career Ladder will stay on the negotiated pay scale.</div><div>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.</div></div></div><div><div>3. Level 3</div><div><div>a. Unit I members on Level 3 will stay on the negotiated NBC pay scales.</div><div>b. Maintenance compensation will be based on the minimum requirements of national board certification as stated in the law.</div><div>c. All level 2 benefits will be provided at level 3.</div></div></div></div></div>	HOLD – pending further review		
Article 22 22.1	22.1 PAY PERIOD Unit I members will be paid every two (2) weeks. All Unit I employees hired after July 1, 2014, shall be placed on the twelve month pay option.	22.1 PAY PERIOD Unit I members will be paid every two (2) weeks. All Unit I employees hired after July 1, 2014, shall be paid on the 10-month, 11-month, or 12-month payment schedule dependent on their work year, but all 10-month Unit I members shall have the option of being placed on the twelve-month pay option.	22.1 PAY PERIOD Unit I members will be paid every two (2) weeks. All Unit I employees hired after July 1, 2014, shall be paid on the 10-month, 11-month, or 12-month payment schedule dependent on their work year, but all 10-month and 11-month Unit I members shall have the option of being placed on the twelve-month pay option.		
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	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	Counterproposal provided to the revised proposal below (April 4, 2025)		

	<p>The workshops will be undertaken for college credit if possible. If this is not possible, participants will be paid on their regular per diem rate not to exceed \$175.00. This does not preclude the establishment of short-term voluntary workshops, which will not provide reimbursement or any possible college or workshop credit.</p> <p>37 These voluntary workshops will be held only in the event that severe financial measures must be taken to economize. (Short-term means a week or less). The workday shall not exceed seven (7) hours exclusive of lunch.</p>	<p>The workshops will be undertaken for college credit if possible. If this is not possible, Unit members will be paid on their regular per diem rate not to exceed \$175.00 \$350.00. This does not preclude the establishment of short-term voluntary workshops, which will not provide reimbursement or any possible college or workshop credit. These voluntary workshops will be held only in the event that severe financial measures must be taken to economize. (Short term means a week or less). The workday shall not exceed seven (7) hours exclusive of lunch.</p>			
<p>Article 23 23.6</p>	<p>23.6 COMPENSATORY EMOLUMENTS PROGRAM</p> <p>A. Purpose</p> <p>It is the purpose of the compensatory emoluments program in the Prince George’s County Public Schools to provide compensation for Unit I educators serving as club and/or service sponsors.</p> <p>B. Policy An approved compensated activity must meet all of the following conditions:</p> <ol style="list-style-type: none">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:<ol style="list-style-type: none">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. <p>C. General Rules</p> <ol style="list-style-type: none">1. 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	<p>23.6 COMPENSATORY EMOLUMENTS PROGRAM</p> <p>C. General Rules</p> <p>6. Increase all emoluments and activities by 4% in FY23, FY14, and FY25 10% in FY26, 9% in FY27, and 8% in FY28.</p>	<p>HOLD – pending further review of this economic proposal</p>		

	<p>than one (1) activity at a time during the school year.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>6. Increase all emoluments and activities by 4% in FY23, FY14, and FY25.</p>				
Article 23 23.12	<p>23.12 Differential schedule</p> <p>Increase all cells and lanes of the PGCEA Differential Schedule by 4% in FY23, FY24, and FY25.</p>	<p>23.12 Differential Schedule</p> <p>Increase all cells and lanes of the PGCEA Differential Schedule by 4% in FY23, FY24, and FY25 10% in FY26, 9% in FY27, and 8% in FY28.</p> <p>The following Unit I positions shall be added to the PGCEA Differential Schedule Lane A starting July 1, 2025:</p> <ul style="list-style-type: none">● Individualized Education Program (IEP) Facilitator● Audiologist● Classroom Teacher – Deafness and Hearing Impairments● Assistive Technology Resource Teacher● Adapted Physical Education Teacher● Vision Teacher● Orientation and Mobility Instructor	<p>23.12 Differential Schedule</p> <p>Increase all cells and lanes of the PGCEA Differential Schedule by 2% in FY26, FY27, and FY28 4% in FY23, FY24, and FY25 10% in FY26, 9% in FY27, and 8% in FY28.</p> <p>The following Unit I positions shall be added to the PGCEA Differential Schedule Lane A starting July 1, 2025:</p> <ul style="list-style-type: none">● Individualized Education Program (IEP) Facilitator● Audiologist● Classroom Teacher – Deafness and Hearing Impairments● Assistive Technology Resource Teacher● Adapted Physical Education Teacher● Vision Teacher● Orientation and Mobility Instructor <p>The following Unit I position shall be revised for clarification on the PGCEA Differential Schedule Lane A:</p> <ul style="list-style-type: none">● *Special Education 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 Alpha Number (& Letter if applicable)	Current language	PGCEA Proposal – April 1/4, 2025	PGCPS Response – April 22, 2025	PGCEA Response –	PGCPS Response
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<div>Article 22</div> <div>22.2</div>	<div>22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE</div> <div>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.</div> <div>A. SALARY GRADES</div> <div><div><div><div>•</div><div>Bachelor’s Degree Plus 30</div></div><div><div>•</div><div>Bachelor’s Degree Plus 45 hours and Master’s Degree</div></div><div><div>•</div><div>Master’s Degree Plus 30</div></div><div><div>•</div><div>Master’s Degree Plus 60</div></div><div><div>•</div><div>Doctorate</div></div></div><div><div>1.</div><div>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.</div></div><div><div>2.</div><div>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.</div></div></div> <div>B. General Information Regarding All Salary Schedules</div> <div><div><div>1.</div><div>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.</div></div><div><div>2.</div><div>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.</div></div><div><div>3.</div><div>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.</div></div><div><div>4.</div><div>A Unit I member holding either the bachelor’s degree or an advanced degree in a field other than education may request that graduate</div></div></div>	<div>22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE</div> <div>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.</div> <div>A. SALARY GRADES</div> <div><div><div><div>•</div><div>Bachelor’s Degree</div></div><div><div>•</div><div>Bachelor’s Degree Plus 30</div></div><div><div>•</div><div>Bachelor’s Degree Plus 45 hours or Master’s Degree/Equivalent</div></div><div><div>•</div><div>Master’s Degree/Masters Equivalent Plus 30</div></div><div><div>•</div><div>Master’s Degree/Masters Equivalent Plus 60</div></div><div><div>•</div><div>Doctorate</div></div></div><div><div>1.</div><div>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.</div></div><div><div>2.</div><div>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.</div></div><div><div>3.</div><div>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.</div></div></div>	<div>22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE</div> <div>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.</div> <div>A. SALARY GRADES</div> <div><div><div><div>•</div><div>Bachelor’s Degree</div></div><div><div>•</div><div>Bachelor’s Degree Plus 30 semester hours</div></div><div><div>•</div><div>Bachelor’s Degree Plus 45 semester hours or Master’s Degree/Master’s Equivalent</div></div><div><div>•</div><div>Master’s Degree/Master’s Equivalent Plus 30 semester hours</div></div><div><div>•</div><div>Master’s Degree/Master’s Equivalent Plus 60 semester hours</div></div><div><div>•</div><div>Doctorate</div></div></div><div><div>1.</div><div>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.</div></div><div><div>2.</div><div>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.</div></div><div><div>3.</div><div>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.</div></div></div> <div>B. General Information Regarding All Salary Schedules</div> <div><div><div>1.</div><div>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.</div></div><div><div>2.</div><div>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.</div></div><div><div>3.</div><div>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.</div></div><div><div>4.</div><div>A Unit I member holding either the bachelor’s degree or an advanced degree in a field other than education may</div></div></div>
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	<p>courses related to that Unit I member’s assignment be recognized for advanced standing on the salary schedule, provided that the individual holds at least an Advanced Professional Certificate in the field in which such individual is teaching.</p> <p>5. An electronic Salary Lane Change Request or Credit Count Request form must be submitted at the time the Unit I member qualifies for placement on the new lane on the salary scale. Retroactive wages will be issued effective at the start of the pay period in which the documents were received by the Department of Human Resources.</p> <p>6. Eleven-month Unit I members shall be paid one hundred ten percent (110%) of their salary indicated by the salary schedule, and twelve-month Unit I members shall be paid one hundred twenty percent (120%) of their salary indicated by the salary schedule, in addition to the applicable salary differential set out in the Differential Schedule. Additional eleven and twelvemonth positions may be designated by the Chief Executive Officer, and PGCEA shall be informed of the additions.</p> <p>7. Unit I members who hold a Juris Doctorate degree shall be placed on the doctorate degree lane of the salary table at the appropriate step.</p> <p>C. Outside applicants will be hired based on established administrative procedures. Unit I members hired on Step 10 between July 1, 2018, and June 30, 2022, may contact the Director of Human Resources to complete an assessment of potential salary increases based upon verified credible experience beyond Step 10 at their hire date. Verified changes will be implemented from the current date of receipt and confirmation by Human Resources.</p>		<p>request that graduate courses related to that Unit I member’s assignment be recognized for advanced standing on the salary schedule, provided that the individual holds at least an Advanced Professional Certificate in the field in which such individual is teaching.</p> <p>5. An electronic Salary Lane Change Request or Credit Count Request form must be submitted at the time the Unit I member qualifies for placement on the new lane on the salary scale. Retroactive wages will be issued effective at the start of the pay period in which the documents were received by the Department of Human Resources.</p> <p>6. Eleven-month Unit I members shall be paid one hundred ten percent (110%) of their salary indicated by the salary schedule, and twelve-month Unit I members shall be paid one hundred twenty percent (120%) of their salary indicated by the salary schedule, in addition to the applicable salary differential set out in the Differential Schedule. Additional eleven and twelve-month positions may be designated by the Superintendent of Schools Chief Executive Officer, and PGCEA shall be informed of the additions.</p> <p>7. Unit I members who hold a Juris Doctorate degree and a professional certificate shall be placed on the doctorate degree lane of the salary table at the appropriate step.</p> <p>C. Outside applicants will be hired based on established administrative procedures. Unit I members hired on Step 10 between July 1, 2018, and June 30, 2022, may contact the Director of Human Resources to complete an assessment of potential salary increases based upon verified credible experience beyond Step 10 at their hire date. Verified changes will be implemented from the current date of receipt and confirmation by Human Resources.</p>		
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PGCPS April 22, 2025, Proposals

Article Section Title Alpha Number (& Letter if applicable)	Current language	PGCPS Proposal – April 22, 2025		
Article 23 23.9	<p>23.9 JROTC</p> <p>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.</p> <p>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</p>	<p>23.9 JROTC</p> <p>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.</p> <p>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</p>		

	<p>except where noted in the Rights of Representation Addendum.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Junior ROTC instructors shall continue to receive a maximum of two (2) years credit for military service.</p>	<p>except where noted in the Rights of Representation Addendum.</p> <p>The strikethrough is to remove old, outdated language.</p>		
<p>Article 11 NEW 11.4</p>	<p>11.4 Drug/Alcohol Testing</p>	<p>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.</p> <p>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</p> <ol style="list-style-type: none">1. direct observation of drug/alcohol use;2. direct observation of possession of drugs or alcohol on PGCPs property; or3. exhibiting the physical symptoms of drug and/or alcohol use, such as appearance, erratic behavior, speech, or smell. <p>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.</p> <p>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.</p> <p>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.</p>		

		<p>An employee who refuses to submit to reasonable suspicion testing will be deemed to have failed testing.</p> <p>The Board will adhere to the cutoff levels for drugs and drug metabolites (§26.163) in the Electronic Code of Federal Regulations (of the National Archives and Records Administration) to account for the accuracy of a given drug test and to determine if an employee was impaired while working.</p>		
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Proposal Responses:

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