



**PGCEA Bargaining Proposals  
April 1, 2025**

<b>Fair Compensation for Highly Trained Educators</b>	
<i>Section</i>	<i>Proposed Language</i>
<b>Article 6 WORK YEAR/WORKDAY</b>	<p>6.2 WORKDAY</p> <p>L. <del>EXTENDED</del> <b>OVER NIGHT DUTY DAY COMPENSATION</b></p> <p>1. Unit I members assigned and completing overnight activities with students at Camp Schmidt, and Hard Bargain Farm, <b>North Bay, or other school sponsored overnight programs or trips</b>, shall be paid two hundred dollars per night in additional compensation, up to a maximum of <del>two</del> <b>five</b> nights, if the assignment is not a part of the member's regularly assigned duties for the position as noted in the position description.</p>
<b>Article 11 PERSONNEL EMPLOYMENT</b>	<p>11.3 Separation of Employment</p> <p>C. <del>2-</del>All Unit I members who notify the Human Resources Division by <del>April 1</del> <b>May 1 if non-tenured and July 15 if tenured</b>, of their intent to vacate his/her position for next school year will be provided with an effective date of July 1, <b>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.</b></p>
<b>Article 17 AUTHORIZED LEAVE WITH PAY</b>	<p>D. Court Appearance and Jury Duty</p> <p>1. A Unit I member shall be entitled to <del>up to two days of</del> paid leave <del>in any school year</del> 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 <del>one or two</del> days the Unit I member is not scheduled to work, the Unit I member will be paid <del>for the one or two additional days</del> at that Unit I member's per diem rate.</p> <p>2. Any witness fees received for a court appearance must be endorsed over to the Board of Education and forwarded to the Payroll Office.</p> <p>3. When a Unit I member is <del>drawn</del> <b>summoned</b> 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.</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. <b>If the Unit I member appears as a witness for the Board of Education on days they are not scheduled to work, the Unit I member will be paid at their per diem rate.</b></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 <del>four (4)</del> <b>five (5)</b> work days of absence from <del>school work</del> without loss of salary. <del>One of the four (4) days must be the day of the observance, except when it is held on a weekend or a holiday.</del></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.
3. Any exceptions to the above may be made by applying to the Chief Human Resources Officer whose decision shall be final.

F. Military Leave

1. A full-time Unit I member who is a member of the National Guard or the Reserve components of the Armed Forces of the United States in order to meet an active duty commitment will be allowed military leave with full pay less the amount paid for such duty not to exceed fifteen (15) duty days; such leave may be granted only during a period the individual is required to be on duty.
2. **Leave shall be granted for both short-term mandatory commitments as well as prolonged deployments.**
3. **Military duty shall include all military service obligations, including but not limited to drills, training exercises and other short term mandatory commitments. Military Service obligations where Unit members have limited or short-term notice from the National Guard of Reserve shall be processed through an expedited process.**

H. Personal Leave

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:

1. Notification of intended use of personal leave shall be made in the appropriate time management system
2. Leave immediately before or after a holiday, emergency makeup, vacation or staff development day(s) may be requested for reason and must have final approval from the Chief Human Resources Officer. Such leave requests must be received by the Office of the Chief Human Resources Officer at least ~~two weeks~~ **ten (10) business days** in advance. Unless officially notified of the Chief Human Resources Officer's decision no later than five (5) days after receipt of the leave request, the requested leave will be approved.
3. No personal leave will be granted on staff development days or on **PARCC MCAP and MSA/HSA SAT** testing days **impacting the school**, except as approved in writing from the Chief Human Resources Officer/designee.
4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing ~~from~~ **by** the Chief Human Resources Officer. ~~Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university.~~

I. Professional Growth Leave

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

	<p>K. <b>Selective Service</b> Leave Absence from duty by a Unit I member for the purpose of Selective Service examination shall be an authorized leave with pay. Anything over one (1) day shall be deducted from sick leave.</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>
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<p><b>Article 21 FRINGE BENEFITS</b></p>	<p>21.1 TUITION REIMBURSEMENT</p> <p>B. <del>Funding for the Tuition Reimbursement Program shall be:-</del></p> <ol style="list-style-type: none"> <li>1. <del>\$4,000,000 in FY 23-</del></li> <li>2. <del>\$4,000,000 in FY 24-</del></li> <li>3. <del>\$4,000,000 in FY 25-</del></li> </ol> <p>C. Unit members shall be reimbursed up to \$550 per credit for up to nine (9) credits per contract year. Reimbursements <del>will be established on a first come, first served basis subject to budgeted allocations and</del> shall apply to the following:</p> <ol style="list-style-type: none"> <li>1. Any course to maintain a valid teaching certificate.</li> <li>2. Any advanced degree or certification in the unit members’ field, current assignment, or a future certification.</li> <li>3. An advanced degree in education.</li> <li>4. An area of special need to the school system.</li> <li>5. Any courses taken for professional growth and contribution to the school system <b>including undergraduate or graduate foreign language classes.</b></li> <li>6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPs.</li> </ol> <p>21.10 DISPOSITION OF UNUSED LEAVE</p> <p>A. Retirement Upon retirement in Prince George’s County, a Unit I members shall receive payment for <del>three tenths</del> <b>one-half</b> of his/her unused sick leave, <del>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-</del> 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. <b>Any unused personal leave shall be counted as sick leave at the time of retirement.</b> 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 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 <del>up to three tenths</del> <b>one-half</b> of the Unit I member’s unused sick leave <del>not to exceed full pay for up to a</del></p>
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maximum of 65 days for a ten-month Unit I members, 71 days for an eleven-month Unit I members and 77 days for a twelve-month Unit I members, whichever is greater, shall be paid to the estate of the deceased Unit I member. Any unused personal leave shall be counted as sick leave at the time of death. This payment shall be based upon the salary at the time of death.

#### 21.12 INSURANCE COUNCIL

- A. A joint PGCPs/Labor Partners Insurance Council shall review school system employee healthcare data and make 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.
- 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.
- 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.
- 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.
- E. The tasks of the insurance council shall be focused on
  - 1. Making recommendations for plan design and rate setting with the assistance of a consultant. All members of the council will be provided with the necessary financial data to make these decisions, but individual information of plan participants shall not be shared with the council.
  - 2. Making recommendations on the insurance fund reserve.
  - 3. Making recommendations on the PGCPs budget mark for funding employee benefits.
  - 4. Hearing member appeals.
  - 5. Evaluating insurance vendor bids.
  - 6. Reviewing monthly financial reports.
- F. The insurance council shall establish and appoint subcommittees as needed to address the following:
  - 1. Benefit coverage appeals.
  - 2. 403(b) and 457(b) Tax Sheltered Plans
  - 3. OPEB funding/cost containment.
  - 4. Ad Hoc committees to address council initiatives.

#### 21.15 NATIONAL CERTIFICATIONS

A Unit I member who has successfully completed and attained NBPTS certifications shall receive:

- 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.~~

- 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.
- 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.~~
- D. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in additional salary.
- E. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.
- F. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000.
- G. Unit I employees who have attained NBPTS or national certifications/~~licensure~~s 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.~~

#### 21.16 CAREER LADDER IMPLEMENTATION

- A. A joint PGCPS-PGCEA Career Ladder Development Board shall be maintained throughout the duration of this contract.
  - 1. PGCPS and PGCEA shall each appoint one joint co-chair to the Board.
  - 2. The Board shall have eight (8) appointed members; with four (4) members appointed by PGCEA and four (4) members appointed by PGCPS.
  - 3. Each PGCEA member shall serve a three-year term.
  - 4. The Board will issue joint recommendations to the respective bargaining teams of PGCEA and PGCPS for consideration in negotiations for a successor agreement to this contract.
  - 5. The Board shall review and make decisions for candidates moving from level three to level four of the Career Ladder.
- B. Emoluments as described in Article 23.6 shall not be affected by the Career Ladder.
- C. Structure of the Career Ladder
  - 1. Level 1
    - a. Unit I members on level 1 of the Career Ladder will stay on the negotiated pay scale.
    - b. All Unit I members are eligible for advancement on the Career Ladder
  - 2. Level 2
    - a. Unit I members on level 2 of the Career Ladder will stay on the negotiated pay scale.
    - b. Movement to level 3 is obtained once a teacher obtains NBCT or a master's degree if there is no NBC area defined by the Maryland Accountability and Implementation Board/State.
  - 3. Level 3
    - a. Unit I members on Level 3 will stay on the negotiated NBC pay scales.
    - b. Maintenance compensation will be based on the minimum requirements of national board certification as stated in the law.
    - c. All level 2 benefits will be provided at level 3.

<p><b>Article 22 SALARY</b></p>	<p>22.1 PAY PERIOD Unit I members will be paid every two (2) weeks. All Unit I employees <del>hired after July 1, 2014,</del> shall <b>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</b> on the twelve-month pay option.</p> <p>22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE</p> <p>Placement of Unit I members on the salary schedule is based upon verified prior appropriate employment experience. Exceptions to this policy may be approved by the Chief Executive Officer in the employment of trades and industry teachers and educators in other designated critical subject areas.</p> <p>A. SALARY GRADES</p> <ul style="list-style-type: none"> <li>• <b>Bachelor's Degree</b></li> <li>• Bachelor's Degree Plus 30 hours</li> <li>• Bachelor's Degree Plus 45 hours <del>and Master's Degree</del></li> <li>• Master's Degree <b>or Master's Equivalent</b> Plus 30</li> <li>• Master's Degree <b>or Master's Equivalent</b> Plus 60</li> <li>• Doctorate</li> </ul> <p>22.6 UNIT I SALARY SCHEDULE</p> <p><del>FY 23</del> <b>FY 26 –FY 28</b> Salary Changes</p> <p>A. All eligible employees will receive one step increase effective July 1 of each year of this agreement.</p> <p>B. A <del>6%</del> <b>10%</b> Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, <del>2022</del> <b>2025</b>.</p> <p>C. A <del>4%</del> <b>9%</b> Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, <del>2023</del> <b>2026</b>.</p> <p>D. A <del>3%</del> <b>8%</b> Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, <del>2024-2027</del>.</p> <p>E. A 1% differential for eligible employees at the top of their grade for <del>FY 2023, FY2024, and FY 2025</del> <b>FY2026, FY2027, and FY2028</b>.</p> <p>F. <del>All permanent employees for PGCPS as of June 1, 2022, who are still permanent employees as of September 16, 2022, will receive a \$1,000 one time retention bonus. This payment will be made by separate payment not later than October 21, 2022</del></p>
<p><b>Article 23 EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT</b></p>	<p>23.3 Curriculum Development Projects and Workshops</p> <p>A. <b>Curriculum Development Projects</b> Unit I members who work on curriculum development projects will be paid on their regular per diem basis <del>not to exceed \$200.00 respectively,</del> per day. The workday shall not exceed seven (7) hours exclusive of lunch. Unit I members who teach a Board of Education approved workshop will be paid on their per diem basis <del>not to exceed \$250.00 per day.</del> The workday shall not exceed seven (7) hours exclusive of lunch.</p> <p>B. <b>Curriculum Workshops</b> The workshops will be undertaken for college credit if possible. If this is not possible, <b>Unit</b> members will be paid <del>on their regular per diem rate not to exceed \$175.00</del> <b>\$350.00</b>. <del>This</del></p>

does not preclude the establishment of short term voluntary workshops, which will not provide reimbursement or any possible college or workshop credit. These voluntary workshops will be held only in the event that severe financial measures must be taken to economize. (Short term means a week or less). The workday shall not exceed seven (7) hours exclusive of lunch.

### **23.6 COMPENSATORY EMOLUMENTS PROGRAM**

#### **C. General Rules**

6. Increase all emoluments and activities by ~~4% in FY23, FY14, and FY25~~ **10% in FY26, 9% in FY27, and 8% in FY28.**

### **23.12 Differential Schedule**

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

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

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