



PGCEA/PGCPS Bargaining Tracker

PGCPS Proposals

Article	Proposal	Agreement
<p>Article 23 EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT</p>	<p><u>PGCPS Proposal 4/22/25</u></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 except where noted in the Rights of Representation Addendum.</p> <p>The strikethrough is to remove old, outdated language.</p> <p><u>PGCEA Response 4/29/25</u></p> <p>Accept proposal – TA</p>	
<p>Article 11 PERSONNEL EMPLOYMENT</p>	<p><u>PGCPS Proposal 4/22/25</u></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; or 3. 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>	

Any employee who tests positive under this provision may request consideration to seek rehabilitation through an approved treatment program in lieu of suspension or termination, which shall be considered, but shall not be binding upon the Superintendent and/or the Superintendent's Designee.

If the treatment program requires the employee to miss work, the employee shall use his/her accrued leave or leave without pay. Any employee who tests positive during reasonable suspicion and who is not suspended or terminated because the employee participated in a rehabilitation option may be subjected to a return-to-work agreement.

PGCEA Response 4/29/25

Reject

PGCPS Response 5/6/25

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	<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> <p><u>PGCEA Response 5/27/25</u> Reject proposal</p>	
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