

PGCPS Response – May 20, 2025

PGCEA/PGCPS Bargaining Tracker

March 4, 2025, PGCEA Proposals – [Miscellaneous](#)

March 4, 2025, PGCEA Proposals – [Reducing the Unsustainable Workload](#)

March 11, 2025, PGCEA Proposals – [Safe Work and Learning Environments](#)

March 25, 2025, PGCEA Proposals – [Professional Autonomy and Educator Voice](#)

March 25, 2025, PGCEA Proposals – [Less Testing More Learning](#)

March 25, 2025, PGCEA Proposals – [Smaller Class Sizes, Case Loads, and Service Provider Ratios](#)

April 1, 2025, PGCEA Proposals – [Fair Compensation for Highly Trained Educators](#)

April 8, 2025, PGCEA Proposals – [Miscellaneous 2](#)

April 22, 2025, [PGCPS Proposals](#)

April 22, 2025, [PGCPS FY26 Budget Overview Presentation](#)

May 6, 2025, [PGCPS Planning Time Presentation](#)

May 13, 2025, PGCPS Less Testing, More Learning Discussion w/ Dr. Doug Strader

May 20, 2025, PGCPS Special Education Presentation w/ Trinell Bowman and Dr. Keith Blackson

PGCEA Miscellaneous Proposals

Article	Proposal	Agreement
Article 1 – Preamble	<p><u>PGCEA Proposal 3/4/2025</u> 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.</p> <p>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> <p><u>PGCPS Response 3/18/2025</u> We want a three-year agreement. October 1 is too early in the budget process.</p> <p><u>PGCEA Response 3/25/2025</u> Hold on Proposal</p> <p><u>PGCPS Counter Proposal 4/22/2025</u> 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.</p>	

	<p>This will allow the system to be more flexible with scheduling negotiation sessions and focus on one union at a time.</p> <p><u>PGCEA Response 4/29/2025</u> Hold on 3/4/2025 proposal.</p> <ul style="list-style-type: none"> • 3-year agreement • Bargaining to begin by October 1 of negotiating year <p><u>PGCPS Counter Proposal 5/6/2025</u> PGCPS withdraws the counter for four (4) years and agrees to three years, if PGCEA agrees to maintain the current January 1 language.</p>	
Article 2 – Recognition	<p><u>PGCEA Proposal 3/4/2025</u> 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.</p> <p>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.</p> <p>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.</p> <p><u>PGCPS Response 3/18/2025</u> 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.</p> <p><u>PGCEA Response 3/25/2025</u> Hold on Proposal A Agreement on Proposal B</p> <p><u>PGCPS Response 4/22/2025</u> 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> <p><u>PGCEA Response 4/29/2025</u> 2.7 CONTRACT EMPLOYEES A. 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.</p>	

	<p>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.</p> <p>TA</p> <p><u>PGCPS Counter Proposal 5/6/2025</u> TA</p>	
<p>Article 4 – PGCEA Rights of Representative Recognition</p>	<p><u>PGCEA Proposal 3/4/2025</u> 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.</p> <p><u>PGCPS Response 3/18/2025</u> Hold for further consideration of possible school-based options.</p> <p><u>PGCPS Response 4/22/2025</u> 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> <p><u>PGCEA Response 4/29/2025</u> PGCEA withdraws proposal if PGCPS withdraws consideration of school-based options.</p> <p><u>PGCPS Counter Proposal 5/6/2025</u> TA – No additional language will be added to the NA for this proposal</p>	
<p>Article 5 – Grievance Procedures</p>	<p><u>PGCEA Proposal 3/4/2025</u> B. Definitions, as applied to ARTICLE 5.</p> <ol style="list-style-type: none"> 1. A complaint is any problem or misunderstanding that can cannot be settled orally between the parties involved. 2. A grievance is any unsettled complaint by a Unit I member(s) or by PGCEA on its own behalf of an alleged violation or misinterpretation of this Agreement except as provided in ARTICLE 9 and ARTICLE 11. 3. An aggrieved person/party is a Unit I member(s) making the claim. 4. The term Unit I member(s) includes individuals or groups who are members of the bargaining unit covered by this Agreement. 	

5. A party of interest is the person(s) making 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.
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.

C. Procedures

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

Step Three

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

Step Four

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. 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:

PGCPS Response 3/18/2025

B. Definitions, as applied to ARTICLE 5.

7. A complaint is any problem or misunderstanding that ~~can~~ **cannot** be settled orally between the parties involved.
8. 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.
9. An aggrieved person/party is a Unit I member(s) making the claim.
10. The term Unit I member(s) includes individuals or groups who are members of the bargaining unit covered by this Agreement.
11. 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.
12. 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**.

C. Procedures

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

Step Three

In the event the aggrieved party is not satisfied with the decision of the principal or supervisor, the grievant will, within fifteen (15) ~~business~~ days by mail, by hand, or email cause to be delivered the copy of the complaint and its answer to the Chief Human Resources Officer and one copy to PGCEA. The Chief Human Resources Officer will have twenty (20) **business** ~~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

	<p>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.</p> <p>Accept as revised</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. 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: Accept</p> <p>Business days are when the school system is open and operating and provides consistency.</p> <p><u>PGEA Response 3/25/2025</u> Agree to the use of business days throughout the agreement Agree to keep practicable <u>PGCEA Response 4/29/2025</u> TA</p> <p><u>PGCPS Response 4/22/2025</u> TA – maintain existing contract language with the use of business days throughout and the term “when practicable”.</p> <p><u>PGCEA Response 4/29/2025</u> TA</p>	
Article 7 – Teacher Educator Assignment	<p><u>PGEA Proposal 3/4/2025</u> G. Job Sharing</p> <p>With the approval of the principal/supervisor and the Chief Human Resources Officer, two teachers Unit I members may</p>	

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. 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. ~~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**. Premium payments toward insurance benefits will be on a prorated basis.

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Agree to changing “teacher” to “educator” throughout. We are considering the impact of this proposal.

PGCPS Response 4/22/2025

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.

G. Job Sharing

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.

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.

~~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 assignments will accrue on the same basis as other part-time teachers unit members.~~

Premium payments toward insurance benefits will be on a prorated basis.

PGCEA Response 4/29/2025

	<p>Hold to proposal of 3/4/25</p> <p><u>PGCPS Counter Proposal 5/6/2025</u></p> <p>Reject – Maintain current language</p> <p>There may be some confusion between the job-sharing provision and a program area’s ability to request part-time positions.</p>	
<p>Article 10.2 – Procedures for Implementing Voluntary Transfers</p>	<p><u>PGCEA Proposal 3/4/2025</u></p> <p>A. General Criteria</p> <p>The Board and PGCEA agree that requests for transfer shall be considered subject to the following criteria:</p> <ol style="list-style-type: none"> Factors to be considered: <ol style="list-style-type: none"> Professional Licensure/Certification for the position desired. 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. Seniority. Filling a difficult to staff or critical shortage content area based on the needs of the school system (i.e., ESOL). Content areas requiring special qualifications such as dual licensure/certification or performance experience (i.e., language immersion, creative/visual and performing arts). Professional qualifications and competence relative to the needs in an available position. Proximity to place of residence. Other relevant factors. All voluntary transfers shall be acceptable to the receiving principal/supervisor. On request, between April 1 - July 15, the Division of Human Resources will supply to PGCEA a list of vacant teaching Unit I positions. <p>B. Transfer Procedure</p> <ol style="list-style-type: none"> 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. 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. <ol style="list-style-type: none"> The Division of Human Resources will provide Principals/Supervisors with access to all applicants who have applied for a transfer to their school/location 	

	<p>through iRecruitment. Principals/supervisors should review all voluntary transfer applications for their school/location and schedule interviews for vacant positions.</p> <ul style="list-style-type: none"> 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. 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. 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. 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. f. When the principal/supervisor at the receiving school/worksites 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. 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><u>PGCPS Response 3/18/2025</u> Agree to addition of "licensure," addition of "supervisor," and change from "teaching" to "Unit I." We propose to change the word "list" to "notification."</p> <p>A. 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.</p> <p><u>PGCEA Response 3/25/2025</u></p>	
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	<p>Accept A. 4 Counterproposal</p> <p><u>PGCPS Response 3/18/2025</u> We are considering the procedures in B.</p> <p><u>PGCEA Response 4/29/2025</u> TA on A. 4 PGCEA is waiting for a response on 10 B.</p> <p><u>PGCPS Counter Proposal 5/6/2025</u> TA on A & B</p>	
<p>Article 10.3 – Procedures for Implementing Involuntary Transfers</p>	<p><u>PGCEA Proposal 3/4/2025</u></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 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. Categories are as follows: <ul style="list-style-type: none"> • Early Childhood Education/Elementary Areas (Grades Pre K-3) • Elementary (Grades 1-6) • Elementary subject areas of art, music, physical education, librarian, reading, guidance • Middle School subject Areas • High School subject area • General Secondary Content Areas • Special Education • Specialty Areas (PreK-12) • Specialist Areas b. The official evaluation and performance for the previous year. 	

	<p>c. The procedures indicated above shall not apply in the transferring of itinerant teachers resulting from the regrouping of schools.</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.</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, 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</p>	
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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.

- 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.

PGCPS Response 3/18/2025

- 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 I members** who have been declared staff reductions in accordance with the following procedures applied in sequential order:
 4. 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.
 5. ~~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.
 6. Should the previous two steps not satisfy the required transfer, the decision shall be made according to:

	<p>a. The least senior person in the PGCPs in that school/department within the category affected. 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 <p>b. The official evaluation and performance for the previous year.</p> <p>c. The procedures indicated above shall not apply in the transferring of itinerant teachers resulting from the regrouping of schools.</p> <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> <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</p>	
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when the ~~teacher~~ **Unit member** and the receiving principal/~~supervisor~~ complete the designated form. If a ~~teacher~~ **Unit I member** does not accept any of the positions to which referred and/or selected, the Division of Human Resources will assign ~~the teacher~~ **them** to an existing vacancy.

Agreed

- G. The June 1 deadline above is based upon estimated pupil enrollment and preliminary staff allocations. Changes in student enrollment after June 1 may result in further staff reductions prior to the ~~opening of school~~ **start of the school year**. A ~~teacher~~ **Unit member** affected by such a change, however, may request within five (5) days of notification a conference with the Associate Superintendent or designee. A PGCEA representative may be called in by the teacher.

Agreed

- H. Any ~~teacher~~ **Unit member** who is involuntarily transferred after the first workday for returning teachers at the beginning of a school year shall not be involuntarily transferred again after the first day of a new school year for three succeeding years. A ~~teacher~~ **Unit I member** involuntarily transferred after the first workday who wishes to request a voluntary transfer out of the new assignment must do so in accordance with the provisions of Article 10.2. If said ~~teacher~~ **Unit member** ~~does~~ **files** a timely request for transfer, the teacher shall be considered as an involuntary transfer and will be given the same consideration in determining school transfer as is given to other involuntary transfers. No involuntary transfer for reasons of correcting prior scheduled staffing will be made after September 30, except if special, unanticipated problems arise in secondary assignments, an involuntary transfer may be effectuated at the secondary level until October 15.

Agreed

- 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

Agreed

PGCEA Response 4/29/2025

PGCEA is waiting for a response to 10.4 A.

	<p>TA on 10.4 B., C., D., E., F., G., H., and I.</p> <p><u>PGCPS Counter Proposal 5/6/2025</u> TA on 10.3 B through I</p> <p>10.3 A - corrections/updates to the categories in 3.a. based on MSDE areas of certification/licensure</p> <p>Article 10.3 – Procedure for Implementing Involuntary Transfers</p> <p>3. Should the previous two steps not satisfy the required transfer, the decision shall be made according to:</p> <p>a. The least senior person in the PGCPS in that school/department within the category affected.</p> <p>Categories are as follows:</p> <ul style="list-style-type: none"> ● Early Childhood/Education/Elementary Areas (Grades Pre K-3) <ul style="list-style-type: none"> ○ Early Childhood Education (Pre K - 3) ○ Elementary Education (1-6) Elementary (Grades 1-6) ● Elementary subject areas of art, music, physical education, librarian, reading, guidance ● Middle School subject Areas ● High School subject area ● General Secondary Content Areas ● Special Education ● Specialty Areas (PreK-12) ● Specialist Areas 	
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PGCEA Reducing the Unsustainable Workload on Educators Proposals

Article	Proposal	Agreement
Article 6.1 – Work Year	<p><u>PGCEA Proposal 3/4/2025</u></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>	

5. Two days of asynchronous professional development will be provided to all Unit 1 members at a worksite of their choice:
 - a. One full day during the scheduled school year for students specified for Professional Development, Unit I members will have self-directed professional development at a worksite of their choice. The ~~CEO~~ Superintendent will formally announce the specific date by September 1 of each year.
 - b. One full day during the scheduled school year, Unit 1 members will have online guided professional development via SafeSchools (or other district mandated platform) at a worksite of their choice. The total course times allocated for this date shall not exceed 420 minutes. If additional SafeSchool (or other mandated) videos are added after this designated day, additional time shall be provided for Unit I members to complete.
7. 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.
8. ~~6.~~ Unit I members employed for twelve months are expected to work on days schools are closed for emergencies unless the Central Offices are closed.
9. ~~7.~~ Professional School Counselors shall be eleven (11) month Unit I positions ~~effective June 1, 2023~~.
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.
11. ~~9.~~ School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.
12. ~~10.~~ A full time Athletic Director position will be assigned to all PGCPs high schools and ~~added to~~ the position will be included on the differential schedule A for Unit I members ~~effective July 1, 2022~~. Placement on the differential scale shall be based on years of service in the position. Athletic Directors shall be eleven (11) month Unit I positions ~~effective June 1, 2023~~. The Athletic Director/Teacher pay scale will be eliminated.
13. Individualized Education Program (IEP) Facilitators shall be eleven (11) month Unit I positions and will be included on the Differential Scale A for Unit I members.

PGCPS Response 3/18/2025

- A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.
 1. Subject to the PGCPS Calendar, of the above number of days, time will be scheduled for Unit I members when students are not in attendance on a day near the end of each of the first, second, ~~and~~ third, ~~and fourth~~ grading periods in order that Unit I members will be able to devote such ~~three~~ four one-half days to complete

	<p>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. Hold for study.</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. Hold for study.</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>a. One full day during the scheduled school year for students specified for Professional Development, Unit I members will have self-directed professional development at a worksite of their choice and shall produce a certificate of completion for each self-directed professional development course. The CEO 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 1 members will have online guided professional development via SafeSchools (or other district mandated platform) as well as other professional development content. at a worksite of their choice. The total course times allocated for this date shall not exceed 420 minutes. If additional SafeSchool (or other mandated) videos are added after this designated day, additional time shall be provided for Unit I members to complete.</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. Hold for study.</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)</p>
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month Unit I positions effective June 1, 2023. The Athletic Director/Teacher pay scale will be eliminated.

13. Individualized Education Program (IEP) Facilitators shall be eleven (11) month Unit I positions and will be included on the Differential Scale A for Unit I members.

Hold for Study.

All workload proposals impact the Blueprint requirements for the 8-year phase-in of “other teacher activities” under ED. Art. §§6-1002(h)(2) and 6-1003. All workload proposals should be referred to a committee for collaborative discussion and referral back to the bargaining teams. Of note, the 2025-2026 school year calendar has already been adopted and published.

PGCPS

PGCEA Response 3/25/2025

PGCEA rejects the referral of any of our workload proposals to a committee.

Note: PGCEA is not making any proposals regarding changes to the school calendar, only the use of days in the 192-day work year.

Hold 6.1 A. 5. Counter Proposal for further study

PGCPS Response 4/22/202

If PGCEA is rejecting the idea of the proposed committee, PGCPS will have to deny the proposal because there is a direct impact on the school calendar. It is already difficult to factor in all the days in the contract into the school calendar. Additional days and changes to the calendar will extend the school year for students and educators.

A.1, 3, 5

~~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) (214)~~ days. ~~No later than t~~Thirty (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.

8. TA

9. TA

10. TA

11. TA

12. TA

13. Reject – As noted in 23.12, the IEP Facilitator position has been added to the Differential Scale A for Unit I members. PGCPS believes there benefits in making this an 11-month position and would like to review this proposal as a consideration for FY27. This allows more time to review the

needs for all schools and a phased-in approach, should it be determined that this is feasible.

PGCEA Response 4/29/25

6.1 A. 1.,3.,5., & 7. – Hold to proposal of 3/4/25
Seek explanation for rejection of 6.1 A. 7

6.1 A. 8.,9.,10.,11.,12., TA

6.1 A. 13 – Hold to proposal of 3/4/25

PGCPS Counter Proposal 5/6/2025

Some of the current contract language was missing in the proposal, and not notated with a strikethrough. All contract language for this section is included below to confirm which items are tentatively agreed upon, on hold, or rejected. If this is not the proposed order, please clarify in the counterproposal.

- A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.
1. Subject to the PGCPs Calendar, of the above number of days, time will be scheduled for Unit I members when students are not in attendance on a day near the end of each of the first, second, ~~and third~~, **and fourth** grading periods in order that Unit I members will be able to devote such ~~three~~ **four** one-half days to complete required grades and other reports. Unit I members have the option of completing each of these ~~three~~ **four** half days at an alternate worksite of their choice. **The team is still following up on this proposal to identify potential impacts.**
2. During the duration of this agreement two (2) full duty days preceding the first student day and one (1) duty day at the end of the school year shall be scheduled by the principal exclusively for Unit I members to work in their classrooms or other assigned work locations independently to prepare for the opening and closing of the school year. If adjustments to the PGCPs Calendar result in only one non-instructional day remaining at the end of the year, that day will be scheduled for Unit I members to work in their classrooms while also completing the required checkout procedures for their school/work location.
3. ~~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.~~ **Reject**
4. In preparation for the Middle States Evaluations of High Schools, the chairperson of each official faculty committee shall have scheduled the equivalent of one work day for the purpose of preparing required reports in the evaluation process. Official faculty committees shall be those determined in Sections 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 ~~the report.~~ **Language cleanup**
5. 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.
- ~~6. Two days of asynchronous professional development will be provided to all Unit I members at a worksite of their choice.~~ **Reject**
 - a. One full day during the scheduled school year for students specified for Professional Development, Unit I members will have self-directed professional development at a worksite of their choice **and shall produce a certificate of completion for each self-directed professional development course.** The ~~CEO~~

Superintendent will formally announce the specific date by September 1 of each year.

- b. ~~One Two full pre-service days where during the scheduled school year, Unit 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 SafeSchools (or other mandated) videos are added after this designated day, additional time shall be provided for Unit I members to complete.~~ **Reject**

7. 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.
8. ~~a-~~ Unit I members employed for a duration of eleven months **will be required to** work two hundred and ~~twelve (212) twelve eleven (212) (214)~~ days. **No later than** (Thirty (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. **The team is reviewing this proposal for further consideration.**
9. ~~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.
10. Professional School Counselors shall be eleven (11) month Unit I positions—~~effective June 1, 2023.~~
11. 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.
12. School Psychologists shall be eleven (11) month Unit I positions. The application process for 12-month positions will consider internal candidates only.
13. 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.~~
14. Individualized Education Program (IEP) Facilitators shall be ~~eleven (11) ten (10)~~ month Unit I positions and will be included on the Differential Scale A for Unit I members.

Following the numbering above, the team is still following up on proposals for 1 and 8 to identify potential impacts.

Language Cleanup – 4

Reject – 3, 6, and 6b

Counter - 14

TA – 9 through 13

PGCPs Responses 5/20/2025

- A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.
 1. Subject to the PGCPs Calendar, of the above number of days, time will be scheduled for Unit I members when students are not in attendance on a day near the end of each of the first, second, ~~and~~ third, **and fourth** grading periods in order that Unit I members will be able to devote such ~~three~~ **four** one-half days to complete required grades and other reports. Unit I members have the option of completing each of these ~~three~~ **four** half days at an alternate worksite of their choice.

TA – Note: This was implemented for the current school year.

	<p>Counterproposal – acceptance of 211 days with revisions</p> <p>8. a. Unit I members employed for a duration of eleven months will be required to work two hundred and twelve (212) eleven (211) days. No later than thirty (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>Article 6.2 – Workday</p>	<p><u>PGCEA Proposals 3/4/2025</u></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> <ol style="list-style-type: none"> 1. The normal workday for Unit I members shall be 7-1/2 hours inclusive of lunchtime. Unless otherwise agreed this shall be a continuous block of time. The time before and after school may be scheduled on a more flexible basis. 2. All Unit I members are expected to devote to their assignments the time necessary to meet their responsibilities, but they will not be required to clock in or out by hours and minutes. A method for certification of attendance will be developed by the principal with the review of in collaboration with the Faculty Advisory Council. <p>C. Planning Time</p> <ol style="list-style-type: none"> 1. Unit I members will be provided a half day each quarter once a month for individual Unit I member directed planning time at an alternative worksite of their choice. 2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed: 3. Secondary schools: The principal/supervisor shall schedule a minimum continuous block of forty-five (45) sixty (60) minutes daily of planning time for each Unit 1 member during the student day. A minimum of two days per week a teacher shall receive planning for a full class period. 4. 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 changes will only be made in the event of unforeseeable circumstances. 	

E. Substituting

1. Any Unit I member who volunteers or is assigned to cover or teach a class other than their regular scheduled assignment shall be compensated in addition to their regular pay at ~~the~~ **their per diem hourly** rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ payable in no less than one (1) hour increments
2. In the event that a unit 1 member is absent and no substitute is available and the principal divides a class between staff members, the unit members to whom the students are assigned shall be compensated in addition to their regular pay at ~~the~~ **their per diem** hourly rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ (~~\$30.00~~) for each instructional period additional students are assigned to them, payable in no less than one hour increments.
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** hourly rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ per each student instructional hour in no less than half hour increments.
4. **If any Unit I member is designated by an assigned supervisor to cover the non-classroom duties of another classroom teacher or vacancy, such as lesson planning or grading, in addition to their regular assignment, the Unit I member will be compensated at their per diem hourly rate, in no less than hourly increments for such additional assignments. This language shall apply to department chairs, team leaders, and all other Unit I members in such positions. This language shall also apply to each impacted Unit I member if the duties are divided between multiple staff members. Payments shall be calculated daily at one hour per position assigned for the duration of the assignment. No Unit I member will be required to cover more than 2 additional assignments under this language**
5. The parties agree that the ~~CEO~~ **Superintendent** will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms ~~in the event that~~ **if** a Unit 1 member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program.
6. ~~School administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable substituting schedule for all Unit I members.~~
(In collaboration with the FAC, schools will develop an equitable substituting schedule for Unit I members.)

F. Covering for Non-classroom Based Educators

1. In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work of another Unit I position in addition to their regular assignment, the Unit I member shall be compensated ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ per hour **at their per diem hourly rate**, in no less than one hour increments for such additional assignment.
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 dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ per hour **at their per diem hourly rate** in no less than hourly increments.

G. School Administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable duty schedule for all staff members for lunch, recess, and other required duties overseeing the student population. Should an unscheduled emergency require that a Unit I member does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay ~~at the~~ **their per diem** hourly rate ~~of thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ in no less than half hour increments for that planning period. This entitlement does not include days ~~where~~ **when** the school system has a delayed opening or early dismissal.

~~I. Occasionally Unit I members may be called upon to use their non-teaching time to cover unscheduled situations not normally part of their regular assignment. Such assignment shall be on an equitable basis~~

M. NON SCHOOL BASED SCHEDULES

- 1- Non School-Based Unit I members, may, in coordination and approval of their supervisor, adjust their weekly work schedule as these educators and their supervisor determine given the priorities and scope of the work. Requests for adjustments will not be unreasonably denied.
- 2- **Unit I Members assigned to the Special Education Infants and Toddlers Program will work with their supervisor to determine when they need to be at their base location. At times it is not necessary to be at their base location, they shall work remotely at an alternate location to fulfill their assigned duties.**

PGCPS Response 3/18/2025

A. The workday is a day of regular duty. Unless extenuating circumstances do not allow for such, the start and closing times of the workday established at each work site shall not be changed without at least 5 days' notice to staff. ~~In the event that~~ **If** a change in start and closing times creates an undue hardship or has an adverse impact on a Unit I member, the Unit I member may seek an administrative transfer.

1. The normal workday for Unit I members shall be 7-1/2 hours inclusive of lunchtime. Unless otherwise agreed this shall be a continuous block of time. ~~The time before and after school may be scheduled on a more flexible basis.~~

This has a substantive impact. Not just clean-up. (withdraw)

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~~ (and) the Faculty Advisory Council.

Reject due to the impact upon principals. Maintain current language.

C. Planning Time

1. Unit I members will be provided a half day ~~each quarter~~ **once a month** for individual Unit I member directed planning time at an alternative worksite of their choice.
Hold for study.
2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed:
 - a. Secondary schools: The principal/~~supervisor~~ shall schedule a minimum continuous block of ~~forty-five (45)~~ **sixty (60)** minutes daily of planning time for each Unit 1 member during the student day. A minimum of two days per week a teacher shall receive planning for a full class period. **Hold for study by committee.**
 - 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 changes will only be made in the event of unforeseeable circumstances.
Hold for study by committee.

PGCPS Response 5/6/25

1. Unit I members will be provided a half day ~~each quarter~~ ~~once a month~~ **each quarter** for individual Unit I member directed planning time at an alternative worksite of their choice. **Reject - Keep original language**
2. Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed:
 - a. Secondary schools: The principal/~~supervisor~~ shall schedule a minimum continuous block of ~~forty-five (45)~~ ~~sixty (60)~~ **forty-five (45)** minutes daily of planning time for each Unit 1 member during the ~~student day~~ **duty day**. A minimum of two days per week a teacher shall receive planning for a full class period.
 - b. Elementary Schools, Early Childhood Centers, **Early Childhood Programs**, and Special Education Centers: The principal/~~supervisor~~ shall schedule a minimum of ~~240~~ ~~280~~ **240** 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 **per week** ~~during the student day and~~ **during the duty day** in ~~daily~~ blocks of no less than 40 minutes **where possible**. 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 changes will only be made in the event of unforeseeable circumstances.~~

D. Collaborative Planning:

- ~~1. Any non-instructional time labeled as collaborative planning shall not be counted towards required minimum Planning Time as described in Article 6.2 C.~~
2. Collaborative Planning shall be based on the following essential tenets:
 - a. Collaborative planning will be scheduled **for at least one period per week on a regular basis** for teams to engage collaboratively as an instructional professional learning community (PLC) of grade level/content teams, special population service providers and instructional leadership team members.

As noted above, we propose that a committee review the workload and planning time issues.

E. Substituting

1. Any Unit I member who volunteers or is assigned to cover or teach a class other than their regular scheduled assignment shall be compensated in addition to their regular pay at ~~the~~ **their per diem hourly** rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ payable in no less than one (1) hour increments
2. In the event that a unit 1 member is absent and no substitute is available and the principal divides a class between staff members, the unit members to whom the students are assigned shall be compensated in addition to their regular pay at ~~the~~ **their per diem** hourly rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ (\$30.00) for each instructional period additional students are assigned to them, payable in no less than one hour increments.
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** hourly rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ per each student instructional hour in no less than half hour increments.
4. **If any Unit I member is designated by an assigned supervisor to cover the non-classroom duties of another classroom teacher or vacancy, such as lesson planning or grading, in addition to their regular assignment, the Unit I member will be compensated at their per diem hourly rate, in no less than hourly increments for such additional assignments. This language shall apply to department chairs, team leaders, and all other Unit I members in such positions. This language shall also apply to each impacted Unit I member if the duties are divided between multiple staff members. Payments shall be calculated daily at one hour per position assigned for the**

duration of the assignment. No Unit I member will be required to cover more than 2 additional assignments under this language

5. The parties agree that the ~~CEO~~ Superintendent will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms in the event that if a Unit I member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program.
6. ~~School administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable substituting schedule for all Unit I members.~~

Reject additions to principal duties.

All proposals involving a per diem are economic proposals. Hold for review as part of full economic proposal.

F. Covering for Non-classroom Based Educators

1. In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work of another Unit I position in addition to their regular assignment, the Unit I member shall be compensated ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ per hour at their per diem hourly rate, in no less than one hour increments for such additional assignment.
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 dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ per hour at their per diem hourly rate in no less than hourly increments.

Hold for consideration as part of full economic proposal.

- G. School Administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable duty schedule for all staff members for lunch, recess, and other required duties overseeing the student population. Should an unscheduled emergency require that a Unit I member does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay at the ~~their per diem~~ hourly rate of ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ in no less than half hour increments for that planning period. This entitlement does not include days where ~~when~~ the school system has a delayed opening or early dismissal.

Hold for further review and consideration as part of full economic proposal.

- I. ~~Occasionally Unit I members may be called upon to use their non-teaching time to cover unscheduled situations not normally part of their regular assignment. Such assignment shall be on an equitable basis.~~

There is an expectation of increased responsibilities as teachers progress up the career ladder. These “other teacher activities” should be studied by the proposed committee.

M. NON SCHOOL BASED SCHEDULES

1. Non School-Based Unit I members, may, in coordination and approval of their supervisor, adjust their weekly work schedule as these educators and their supervisor determine given the priorities and scope of the work. Requests for adjustments will not be unreasonably denied.
2. Unit I Members assigned to the Special Education Infants and Toddlers Program will work with their supervisor to determine when they need to be at their base location. At times it is not necessary to be at their base location, they shall work remotely at an alternate location to fulfill their assigned duties.

We will review.

PGCEA Response 3/25/2025

6.2 A. 1. & 2. – PGCEA Holds to 3/4/25 Proposal

6.2 C. Planning Time 1 and 2 a. & b.– PGCEA Holds to 3/4/25 Proposal.

D. Collaborative Planning:

1. ~~Any non-instructional time labeled as collaborative planning shall not be counted towards required minimum Planning Time as described in Article 6.2 C.~~

Reject strike out; maintain current language

2. Collaborative Planning shall be based on the following essential tenets:

- b. Collaborative planning will be scheduled ~~for at least one period per week~~ on a regular basis for teams to engage collaboratively as an instructional professional learning community (PLC) of grade level/content teams, special population service providers and instructional leadership team members.

Reject new language; maintain current language

PGCEA rejects the referral of any of our workload proposals to a committee.

6.2 E. Substituting – PGCEA holds to 3/4/25 proposal

6.2 F. Covering for Non-classroom Based Educators – PGCEA holds to 3/4/25 proposal

6.2 G. PGCEA holds to 3/4/25 proposal

6.2 I Maintain strikeout as proposed on 3/4/25

PGCPS Responses 4/22/2025

6.2 A. TA

6.2 A. 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.

6.2 A. 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.

6.2 C. Planning Time – Hold Pending Further Review
6.2 D. Collaborative Planning - HOLD – Pending further review

6.2 E. Substituting

1. Any Unit I members who volunteers or is assigned to cover or teach a class other than their regular scheduled assignment shall be compensated in addition to their regular pay at ~~the~~ ~~their per diem hourly~~ rate of ~~thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirty-four (\$34.00) in FY25~~ ~~thirty-four dollars (\$34.00)~~ payable in no less than one (1) hour increments.
2. In the event that a unit 1 member is absent and no substitute is available and the principal divides a class between staff members, the unit members to whom the students are assigned shall be compensated in addition to their regular pay at ~~the~~ ~~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)~~ for each instructional period additional students are assigned to them, payable in no less than one hour increments.
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.
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.~~
5. The parties agree that the ~~CEO~~ Superintendent will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms ~~in the event that~~ if a Unit 1 member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program.
6. ~~School administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable substituting schedule for all Unit I members. Reject additions to principal duties.~~

6.2 F. Covering for Non-classroom Based Educators

1. In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work of another Unit I ~~position 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.
2. In the event a non-classroom-based educator is absent, and the principal/supervisor divides the work/caseload between multiple staff members, the unit members to whom the work is assigned shall be compensated, in addition to their regular pay, **thirty-four dollars (\$34.00) per hour** ~~thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirtyfour (\$34.00) in FY25 per hour~~ ~~at their per diem hourly rate~~ in no less than hourly increments.

6.2 G. School Administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable duty schedule for all staff members for lunch, recess, and other required duties overseeing the student population. Should an unscheduled emergency require that a Unit I member does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay ~~at the~~ ~~at the their per diem~~ hourly rate ~~of thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25~~ **thirty-four dollars (\$34.00)** in no less than half hour increments for that planning period. This entitlement does not include days ~~where~~ **when** the school system has a delayed opening or early dismissal.

6.2 I. **Reject – maintain current language as it speaks to PGCEA’s proposal in 6.1.E.6.**

There is an expectation of increased responsibilities as teachers progress up the career ladder. These “other teacher activities” should be studied by the proposed committee.

6.2 M. NON SCHOOL BASED SCHEDULES **We will review**

PGCEA Response 4/29/2025

- A. The workday is a day of regular duty. Unless extenuating circumstances do not allow for such, the start and closing times of the workday established at each work site shall not be changed without at least 5 days’ notice to staff. ~~In the event that~~ **If** a change in start and closing times creates an undue hardship or has an adverse impact on a Unit I member, the Unit I member may seek an administrative transfer.
1. The normal workday for Unit I members shall be 7-1/2 hours inclusive of lunchtime. Unless otherwise agreed this shall be a continuous block of time. The time before and after school may be scheduled on a more flexible basis.
 2. All Unit I members are expected to devote to their assignments the time necessary to meet their responsibilities, but they will not be required to clock in or out by hours and minutes. A method for

	<p>certification of attendance will be developed by the principal with the review of in collaboration with and the Faculty Advisory Council.</p> <p>6.2 C. Planning Time – PGCEA holds to 3/4/25 proposal</p> <p>6.2 D. Collaborative Planning – maintain current language</p> <p>6.2 E. Substituting</p> <ol style="list-style-type: none"> Any Unit I members who volunteers or is assigned to cover or teach a class other than their regular scheduled assignment shall be compensated in addition to their regular pay at the their per diem hourly rate of thirty dollars (\$30.00) for FY23, thirty two dollars (\$32.00) in FY24 and thirty four (\$34.00) in FY25 thirty four dollars (\$34.00) fifty-five dollars (\$55) payable in no less than one (1) hour increments. In the event that a unit 1 member is absent and no substitute is available and the principal divides a class between staff members, the unit members to whom the students are assigned shall be compensated in addition to their regular pay at the 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 (\$30.00) thirty four dollars (\$34.00) fifty-five dollars (\$55) for each instructional period additional students are assigned to them, payable in no less than one hour increments. 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) fifty-five dollars (\$55) per each student instructional hour in no less than half hour increments. If any classroom-based Unit I member is designated by an assigned supervisor to cover the non-classroom duties of another classroom teacher or vacancy, such as lesson planning or grading, in addition to their regular assignment, the Unit I member will be compensated at their per diem the hourly rate of thirty four (\$34.00), fifty-five dollars (\$55) in no less than hourly increments for such additional assignments. This language shall apply to department chairs, team leaders, and all other Unit I members in such positions. This language shall also apply to each impacted Unit I member if the duties are divided between multiple staff members. Payments shall be calculated daily at one hour per position assigned for the duration of the assignment. No classroom-based Unit I member will be required to cover more than 2 additional assignments under this language unless there is an emergency. The parties agree that the CEO Superintendent will issue a memorandum discouraging the over-use of non-classroom teachers to cover classrooms in the event that if a Unit 1 member is absent. The use of non-classroom teachers to cover classrooms shall not negatively impact the instructional program. 	
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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.

6.2 F. Covering for Non-classroom Based Educators

1. In the event a Unit I member is designated by an assigned supervisor to cover the caseload/work of another Unit I position member in addition to their regular assignment, the Unit I member shall be compensated ~~thirty-four dollars (\$34.00)~~ fifty-five (\$55) 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.
2. In the event a non-classroom-based educator is absent or there is a vacancy, and the principal/supervisor divides the work/caseload between multiple staff members, the unit members to whom the work is assigned shall be compensated, in addition to their regular pay, ~~thirty-four dollars (\$34.00) per hour~~ fifty-five (\$55) thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirtyfour (\$34.00) in FY25 per hour.

6.2 G.

School Administration will work collaboratively with Unit I members and the Faculty Advisory Council to develop an equitable duty schedule for all staff members for lunch, recess, and other required duties overseeing the student population. Should an unscheduled emergency require that a Unit I member does not receive all or a portion of his/her planning time for the purpose of lunch/recess duty coverage, the member will be compensated in addition to their regular pay at the ~~at the their per diem~~ hourly rate of thirty dollars (\$30.00) for FY23, thirty-two dollars (\$32.00) in FY24 and thirty-four (\$34.00) in FY25 ~~thirty-four dollars (\$34.00)~~ fifty-five dollars (\$55) in no less than half hour increments for that planning period. This entitlement does not include days where when the school system has a delayed opening or early dismissal.

6.2 I. PGCEA holds to 3/4/25 proposed strike out

6.2 M. NON SCHOOL BASED SCHEDULES – waiting for PGCPs response.

PGCPS Counter Proposal 5/6/2025

TA on A and A.1

Reject A.2 - Maintain current language

6.2 C & D - Hold for presentation/discussion during the 5/6/25 session

6.2 E, F, G - Hold to the 4/22/25 counter

Reject 6.2 I - Maintain current language

6.2 M - Response provided on 4/29/25

Reject - Maintain current language

Special Education Infants and Toddlers Program are already classified as Non School-Based Unit I members and are eligible for telework per AP 4165. and may, in coordination and approval of their supervisor, adjust their weekly work schedule as

	<p>these educators and their supervisor determine given the priorities and scope of the work. Requests for adjustments will not be unreasonably denied.</p> <p>6.2 C – shared in the presentation and in a separate file on 5/7/25</p> <p>C. Planning Time</p> <ol style="list-style-type: none"> Unit I members will be provided a half day each quarter once a month each quarter for individual Unit I member directed planning time at an alternative worksite of their choice. Reject - Keep original language Teacher planning time will be scheduled in accordance with the following procedures and shall be Unit member directed: <ol style="list-style-type: none"> Secondary schools: The principal/supervisor shall schedule a minimum continuous block of forty-five (45) sixty (60) forty-five (45) minutes daily of planning time for each Unit I member during the student day duty day. A minimum of two days per week a teacher shall receive planning for a full class period. Elementary Schools, Early Childhood Centers, Early Childhood Programs, and Special Education Centers: The principal/supervisor shall schedule a minimum of 240 280 240 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 per week during the student day and during the duty day in daily blocks of no less than 40 minutes where possible. The additional 40 minutes can be scheduled outside the student day and shall be in blocks not less than 20 minutes, where possible. per week during the student day and during the duty day in daily blocks of no less than 40 minutes where possible. The principal/supervisor 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><i>Note: We cannot honor the additional time across all schools consistently beyond what is proposed.</i></p>	
<p>Article 7 – Teacher Educator Assignment</p> <p>We agree to changes from “teacher” to “educator” throughout PGCPS 3/18/25</p>	<p><u>PGCEA Proposals 3/4/2025</u></p> <p>F. The principal shall be responsible for obtaining substitutes for classroom teachers who are 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.</p> <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"> The agreed upon release time shall be in addition to any other school district provided leave or preparation time. To the extent possible, employees shall have access to computers, printers, software and all other appropriate materials necessary to complete paperwork/IEP/IFSPs. Unit I members have the option of determining their worksite on the five (5) days per school year articulated in this section. PGCPS shall create a separate absence code for the tracking of these days. <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</p>	

unreasonably denied. Substitutes shall be provided to cover any teaching or co-teaching assignments.

1. The agreed release time shall be in addition to any other school district provided leave or preparation time.
2. To the extent possible, employees shall have access to computers, printers, software and all other appropriate materials necessary to complete scoring and data analysis.
3. Unit I members have the option of determining their worksite on the four (4) days per school year articulated in this section.
4. PGCPs shall create a separate absence code for the tracking of these days.

PGCPs Responses 3/18/2025

F. ~~The principal shall be responsible for obtaining substitutes for classroom teachers who are 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. Agreed

L. Special Education teachers and licensed Unit 1 support and related service providers will be released from teaching and other duties at least five (5) days per school year to work on paperwork/IEP/IFSP. compliance. These days will be scheduled through agreement between the teacher/related service provider and principal/supervisor with no more than two (2) occurring in any one quarter. ~~Teacher~~ Requests for the placement of these days will not be unreasonably denied. Substitutes shall be provided to cover any teaching or co-teaching assignments.

1. ~~The~~ agreed upon release time shall be in addition to any other school district provided leave or preparation time.
2. To the extent possible, employees shall have access to computers, printers, software and all other appropriate materials necessary to complete ~~paperwork/IEP/IFSPs~~ and related documentation.
3. Unit I members have the option of determining their worksite on the five (5) days per school year articulated in this section.
4. PGCPs shall create a separate absence code for the tracking of these days.

M. General Education classroom teachers in subjects with mandatory common assessments and benchmarks requiring hand-scoring will be released from teaching and other duties at least four (4) days per school year to work on scoring district-/school-mandated assessments. These days will be scheduled through agreement between the teacher and principal with no more than one (1) occurring in any one quarter. Teacher requests for the placement of these days will not be unreasonably denied. Substitutes shall be provided to cover any teaching or co-teaching assignments.

1. The agreed release time shall be in addition to any other school district provided leave or preparation time.
2. To the extent possible, employees shall have access to computers, printers, software and all other appropriate materials necessary to complete scoring and data analysis.
3. ~~Unit I members have the option of determining their worksite on the four (4) days per school year articulated in this section.~~

	<p>This proposal impacts test security protocols.</p> <p>4. PGCPs shall create a separate absence code for the tracking of these days.</p> <p>Hold for review.</p> <p>We have a concern about test security and length of time. Should not take 4 days.</p> <p><u>PGCEA Responses 3/25/2025</u></p> <p>F. The principal shall be responsible for obtaining substitutes for classroom teachers who are 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. Agreed</p> <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. <p>PGCEA Agrees with PGCPs changes</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"> 5. The agreed release time shall be in addition to any other school district provided leave or preparation time. 6. To the extent possible, employees shall have access to computers, printers, software and all other appropriate materials necessary to complete scoring and data analysis. 7. Unit I members have the option of determining their worksite on the four (4) days per school year articulated in this section. <p>This proposal impacts test security protocols.</p> <p>8. PGCPs shall create a separate absence code for the tracking of these days.</p>
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	<p>Hold for review. We have a concern about test security and length of time. Should not take 4 days PGCEA hold to proposed language of 3/4/25</p> <p><u>PGCPS Responses 4/22/2025</u> 7 F. TA 7 L. TA 7 M. Same as 3/18/25</p> <p><u>PGCEA Response 4/29/25</u> 7 F. TA 7 L. TA 7 M. PGCEA waiting for PGCPS response</p> <p><u>PGCPS Counter Proposal 5/6/2025</u> 7.M - Reject - The Area Offices will work with Curriculum & Instruction, Monitoring and Accountability, and schools to create alternative schedules to accommodate assessment scoring.</p>	
Article 8 – Non-teaching Duties	<p><u>PGCEA Proposals 3/4/2025</u></p> <p>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.</p> <p>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.</p> <p>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,</p>	

~~Administrative Procedure 5113 will be reviewed for recommended changes by January 30, 2023~~

- 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.~~
- K. ~~Unit I members shall not be required to input grades for students they do not teach unless they are compensated for doing so under Article 6.2 E. 4.~~
- L. ~~PGCPs and PGCEA jointly recognize the importance of timely and accurate communication of student academic and behavioral performance to students and their caregivers. To ensure that current policies best promote this goal, a workgroup will convene October 2025 - May 2026 to propose grading policy revisions aligned with research-based best practices. Workgroup members will be recommended in equal measure by PGCEA and PGCPs with no more than 16 members. The workgroup will be co-chaired by PGCPs and PGCEA. The workgroup will make recommendations by June 1, 2026, to the Superintendent or designee for consideration.~~

PGCPs Responses 3/18/25

- 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.
Hold for further study.
We will review the impact of 8E upon middle and high schools.
- 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.

- 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.
- 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 J. pending review of PGCPs grading audit.

- ~~K. Unit I members shall not be required to input grades for students they do not teach unless they are compensated for doing so under Article 6.2 E. 4.~~ Reject
Department chairs are already compensated. Level 3 and 4 teachers are expected to take on additional responsibilities. (hold with questions)

- L. PGCPs and PGCEA jointly recognize the importance of timely and accurate communication of student academic and behavioral performance to students and their caregivers. To ensure that current policies best promote this goal, a workgroup will convene October 2025 - May 2026 to propose grading policy revisions aligned with research-based best practices. Workgroup members will be recommended in equal measure by PGCEA and PGCPs with no more than 16 members. The workgroup will be co-chaired by PGCPs and PGCEA. The workgroup will make recommendations by June 1, 2026, to the Superintendent or designee for consideration.
This should go into an MOU, not the contract. (Hold – ask questions)

PGCEA Responses 3/25/25

- E. 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

- 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.

PGCEA accepts changes to proposed language

- ~~K.~~ Unit I members shall not be required to input grades for students they do not teach unless they are compensated for doing so under Article 6.2 E. 4.- Reject

Department chairs are already compensated. Level 3 and 4 teachers are expected to take on additional responsibilities.

PGCEA holds to proposed language of 3/4/25

- L. PGCPs and PGCEA jointly recognize the importance of timely and accurate communication of student academic and behavioral performance to students and their caregivers. To ensure that current policies best promote this goal, a workgroup will convene October 2025 - May 2026 to propose grading policy revisions aligned with research-based best practices. Workgroup members will be recommended in equal measure by PGCEA and PGCPs with no more than 16 members. The workgroup will be co-chaired by PGCPs and PGCEA. The workgroup will make recommendations by June 1, 2026, to the Superintendent or designee for consideration.

This should go into an MOU, not the contract.

PGCEA holds to proposed language of 3/4/25

PGCPs Responses 4/22/2025

8 E. Same as 3/18

8 F. Same as 3/18/25

8 I. Same as 3/18/25

8 J. Same as 3/18/25

8 K. Same as 3/18/25

8 L. Same as 3/18/25

PGCEA Responses 4/29/25

8 E. Hold to 3/4/25 proposal

8 F. Waiting for PGCPs response

8 I. TA

8 J. Waiting for PGCPs response

8 K. Hold to 3/4/25 proposal

8 L. Hold to 3/4/25 proposal

	<p><u>PGCPS Counter Proposal 5/6/2025</u></p> <p>8.E - PGCEA wants to consider the feasibility of PGCEA’s proposal, but needs clarification on how mandatory staff and/or professional development meetings are defined/ particularly at the secondary level. Does this include collaborative planning, grade-level meetings, etc?</p> <p>Reject 8.F, J, K, L - Maintain current contract language TA – 8.I</p> <p>Note: A grading policy workgroup already exists and has PGCEA representatives on the committee selected by PGCEA leadership. The committee includes representatives from Academics, School Leadership (schools and central office), PGCEA, IT & Student Services serve on the standing committee. Have the grading recommendations been presented to that workgroup for further discussion?</p> <p><u>PGCPS Responses 5/20/2025</u></p> <p>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, or in sensitive cases at the request of the principal/supervisor. 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.</p>	
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Healthy Learning Environment

Article	Proposal	Agreement
Article 8 – Non-teaching Duties	<p><u>PGCEA Proposal 3/11/2025</u></p> <p>D. Unit 1 Members shall not be assigned to crossing guard duties. PGCPs will work with Prince George’s County Government to provide appropriate school crossing guards and traffic calming devices at all school sites.</p> <p><u>PGCPS Response 3/18/2025</u></p> <p>D. Unit 1 Members shall not be assigned to crossing guard duties. PGCPs will work with Prince George’s County Government to provide appropriate school crossing guards and traffic calming devices at all school sites.</p> <p>We will continue to review this proposal. Crossing guards are not just provided by the County but by municipalities as well.</p>	

	<p><u>PGCEA Response 4/29/2025</u> D. Unit 1 Members shall not be assigned to crossing guard duties. PGCPs will work with Prince George’s County Government and relevant municipalities to provide appropriate school crossing guards and traffic calming devices at all school sites.</p>	
<p>Article 13 – Employee Rights</p>	<p><u>PGCEA Proposal 3/11/2025</u> H. Following fifteen (15) duty days Unit I members can request a written update to a submitted maintenance request form. Response A status update on the request from the administration shall be provided by the administration within three (3) duty days and thereafter on a weekly basis until the work order is resolved.</p> <p><u>PGCPS Response 3/18/2025</u> H. Following fifteen (15) duty days Unit I members can request a written update to a submitted maintenance request form. Response A status update on the request from the administration shall be provided by the administration within three (3) duty days and thereafter on a weekly basis until the work order is resolved. We will continue to review this proposal that may have a significant workload impact upon other bargaining units.</p> <p><u>PGCEA Response 4/29/2025</u> Waiting for response from PGCPS</p> <p><u>PGCPS Response – 5/6/2025</u> Reject - Maintain current language</p>	
<p>Article 14 – Educator Facilities, Equipment, and Supplies</p>	<p><u>PGCEA Proposal 3/11/2025</u> A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.</p> <p>20. Classroom and office doors in all schools or other sites where student programs or services are housed shall have intruder door hardware (such as Red Button Locks) installed and kept in working condition.</p> <p>E. Whenever possible PGCPS will avoid shall not using use temporary classrooms at Early Childhood Centers, regional schools or in specialty programs schools serving students with profound/significant physical disability or at Early Childhood Centers for classrooms.</p>	

	<p>F. Whenever possible PGCPs will avoid using temporary classrooms for students in pre-kindergarten, kindergarten, first grade, or second grade. In cases when pre-kindergarten, kindergarten, first grade, or second grade classes are assigned to temporary classrooms an explanation including a safety plan will be provided to impacted Unit I members and parent/caregivers.</p> <p><u>PGCPs Response 3/18/2025</u></p> <p>A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.</p> <p>20. Classroom and office doors in all schools or other sites where student programs or services are housed shall have intruder door hardware (such as Red Button Locks) installed and kept in working condition.</p> <p>We should create a committee to review facility safety improvements and make recommendations to the Superintendent.</p> <p>E. Whenever possible PGCPs will avoid shall not using use temporary classrooms at Early Childhood Centers, regional schools or in specialty programs schools serving students with profound/significant physical disability or at Early Childhood Centers for classrooms.</p> <p>Reject. Maintain current language, but consider combining E and F.</p> <p>F. Whenever possible PGCPs will avoid using temporary classrooms for students in at Early Childhood Centers, regional schools or in specialty programs serving students with profound/significant disabilities, pre-kindergarten, or kindergarten., or in specialty programs first grade, or second grade. In cases when pre-kindergarten, kindergarten, first grade, or second grade classes are assigned to temporary classrooms an explanation including a safety plan will be provided to impacted Unit I members and parent/caregivers.</p> <p>Safety Plans are available</p> <p><u>PGCEA Response 3/25/25</u> Hold on Proposed Language A 20 from 3/11/25.</p> <p>Hold on Proposed Language E & F from 3/11/25</p> <p><u>PGCPs Response 4/22/25</u> Same as on 3/18/25</p> <p><u>PGCEA Response 4/29/2025</u> Hold on Proposed Language A 20. From 3/11/25</p>	
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	<p>Hold on Proposed Language E & F but consider counter language from PGCPs combining E & F.</p> <p><u>PGCPs Response – 5/6/2025</u> Reject 14.A.19 (captured as A.20) Reject 14.E - Maintain current language 14.F - Hold to the 3/18/25 counter</p>	
<p>Article 24 – School Quality and Improvement</p>	<p><u>PGCEA Proposal 3/11/2025</u></p> <p>D. The administration will continue to support the effort to implement Restorative Practices in all newly selected schools. The readiness survey will be administered in selected schools by the administration and the FAC with support from the PGCPs Restorative Practices Coordinator to determine faculty support for becoming a Restorative Practice School. Schools where a minimum of 75% of staff is in support of the school transitioning to a Restorative Practice School will receive consideration of selection for the subsequent school year. Any school identified as a Restorative Practices School shall have a Restorative Practices Coordinator.</p> <p>E. PGCPs will enact Restorative Practices at each state identified Community School. Each community school will have a Restorative Practices Coordinator.</p> <p>F. The Restorative Practices Coordinator will receive a compensatory emolument for his/her service shall be a full time Unit I position selected from the current Unit I members at that school site. Unit I members will have the first opportunity to apply for the position. Restorative Practices Coordinators shall be placed on Differential Schedule A.</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 worksites. 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>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</p>	

	<p>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>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>K. 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><u>PGCPs Response 3/18/2025</u></p> <p>D. The administration will continue to support the effort to implement Restorative Practices in all newly selected schools. The readiness survey will be administered in selected schools by the administration and the FAC with support from the PGCPs Restorative Practices Coordinator to determine faculty support for becoming a Restorative Practice School. Schools where a minimum of 75% of staff is in support of the school transitioning to a Restorative Practice School will receive consideration of selection for the subsequent school year. Any school identified as a Restorative Practices School shall have a Restorative Practices Coordinator. We decline to negotiate the creation and assignment of positions. Such determinations fall within the non-negotiable authority of the Board and the Superintendent.</p> <p>E. PGCPs will enact Restorative Practices at each state identified Community School. Each community school will have a Restorative Practices Coordinator.</p> <p>F. The Restorative Practices Coordinator will receive a compensatory emolument for his/her service shall be a full time Unit I position selected from the current Unit I members at that school site. Unit I members will have the first opportunity to apply for the position. Restorative Practices Coordinators shall be placed on Differential Schedule A. We decline to negotiate the creation and assignment of positions. Such determinations fall within the non-negotiable</p>	
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	<p>authority of the Board and the Superintendent. Maintain current language with the change of the word “emolument” to “stipend”. Methodologies addressing student behavior are not lawful subjects of collective bargaining. The requirements for the implementation of restorative practices are prescribed in COMAR 13A.08.01.11, et seq.. However, we decline to negotiate proposals that are not lawful subjects of collective bargaining concerning the creation and assignment of positions, the development of educational methodologies and policies, the requirements of employees outside of the PGCEA bargaining unit, or matters concerning student health and student rights that are prescribed in federal or state law.</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 withing 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 committee.</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>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</p>	
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	<p>to the extent permitted by law. This is not a lawful subject of collective bargaining. We decline to negotiate.</p> <p>K. 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><u>PGCEA Response 3/25/2025</u> Hold on Proposed Language D, E, & F</p> <p>Hold on Proposed Language H & I (Hold I) Hold on Proposed Language J & K (Hold)</p> <p><u>PGCPS Response 4/22/2025</u> Same as 3/18/25</p> <p><u>PGCEA Response 4/29/2025</u> PGCEA withdraws proposed Language D – maintain current language PGCEA withdraws proposed Language E PGCEA withdraws proposed Language F – maintain current language</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. 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>Hold on Proposed Language I from 3/11/25 Hold on Proposed Language J from 3/11/25 Hold on Proposed Language K from 3/11/25</p> <p><u>PGCPS Response – 5/6/2025</u> TA - 24.D, E, F Reject 24.H - The Transportation Dept currently has a Transportation Resolution System that is available through the PGCPs website. The department works in collaboration with the Office of Safety & Security Services to review and address submissions that present safety concerns. Reject 24.I, J, K - Not lawful subjects of collective bargaining</p>	
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Safe and Supportive Work Environment

Article	Proposal	Agreement
Article 13 – Employee Rights	<p><u>PGCEA Proposal 3/11/2025</u></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>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>C. Unit I members may personally review their own personnel file, except for confidential reference material, by submitting in writing a letter to the Office of Records and Verification. Such persons 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>D. No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.</p> <ol style="list-style-type: none"> 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.: <ol style="list-style-type: none"> b. 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. 	

	<ul style="list-style-type: none"> c. 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. d. 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. e. Generally, employee evaluation conferences are not conducted as disciplinary in nature. f. 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>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>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>1. Timely Investigation</p> <ul style="list-style-type: none"> a. PGCPS will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying. b. Prompt Investigation: All reports will be investigated promptly and thoroughly by trained personnel. The investigation will begin within 48 hours of the report and be completed within 20 workdays. c. Transparency: The complainant will be kept informed of the investigation's progress and outcome. d. Protection from Retaliation: Unit I members who report incidents will be protected from retaliation. Complaints of retaliation will be investigated promptly, and appropriate consequences will be developed and enforced. 	
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- J. 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).

PGCPS Response 3/18/2025

See Counter-Proposals set forth herein for A, C, D, I, and K.

- 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 delay the meeting beyond two business days.
- 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. Agreed
- C. Unit I members may personally review their own personnel file, except for confidential reference material, by submitting in writing a letter to the Office of Records and Verification. ~~Such persons~~ Unit members shall be able to review their file within ten (10) business ~~work~~ days 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.
- D. No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.

	<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> <ul style="list-style-type: none"> 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 provided that the request for representation does not delay the meeting beyond two business days. 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. c. the right to a formal hearing within thirty (30) workdays where Unit members can examine any evidence against them and respond to allegations. The final determination in the case will be issued within 30 days of the hearing. d. Generally, employee evaluation conferences are not conducted as disciplinary in nature. e. The existing legal and contractual rights of the Board of Education and its Unit I member as represented by PGCEA with respect to suspension or dismissal of Unit I members by the Chief Executive Officer Superintendent or by the Board of Education and the existing legal and contractual rights regarding the issuance of Second Class Licenses/Certificates and the classification of licenses/certificates by the Chief Executive Officer Superintendent shall remain in effect during the term of this Agreement. <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>	
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	<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>1. Timely Investigation-</p> <p>b. PGCPs will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying.</p> <p>c. 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>d. Transparency: The complainant will be kept informed of the investigation's progress and outcome.</p> <p>e. Protection from Retaliation: Unit I members who report incidents will be protected from retaliation. Complaints of retaliation will be investigated promptly, and appropriate consequences will be developed and enforced.</p> <p>Note: We have Administrative Procedures (AP's) 4170 Discrimination and Harassment and 4185 Workplace Bullying that address retaliation.</p> <p>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).</p> <p><u>PGCEA Response 3/25/2025</u></p> <p>A. Any complaints regarding a Unit I member made or recorded in writing, or digital format, 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 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 delay the meeting beyond two business days.</p> <p>B. Both sides Agree</p> <p>C. Unit I members may personally review their own personnel file, except for confidential reference material, by submitting in writing a</p>	
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letter to the Office of Records and Verification. ~~Such persons~~ **Unit members** shall be able to review their file within ten (10) **business work** days 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.

Agree to business days

D. No Unit I member will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without cause.

1. Due process rights shall include ~~the right of the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action.:~~
 - a. **the right for the Unit I member to have an Association representative present at any meeting or hearing where the Unit I member has a reasonable belief that the meeting or hearing may result in disciplinary action provided that the request for representation does not delay the meeting beyond two business days.**
 - 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.**
 - c. **the right to a formal hearing within ~~thirty (30)~~ forty-five (45) 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~~ forty-five (45) days of the hearing.**
 - d. Generally, employee evaluation conferences are not conducted as disciplinary in nature.
 - e. The existing legal and contractual rights of the Board of Education and its Unit I member as represented by PGCEA with respect to suspension or dismissal of Unit I members by the ~~Chief Executive Officer~~ **Superintendent** or by the Board of Education and the existing legal and contractual rights regarding the issuance of Second Class **Licenses**/Certificates and the classification of **licenses**/certificates by the ~~Chief Executive Officer~~ **Superintendent** shall remain in effect during the term of this Agreement.
2. A Unit I member temporarily reassigned to an alternate location ~~as a result~~ because of an investigation conducted solely by the school system, **or from the time an external investigation is closed**, shall not be reassigned for a period greater than 45 days without a ~~final report being issued and~~ a decision being made by the Director of Employee Labor Relations Office (ELRO) regarding the Unit I

	<p>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>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>1. Timely Investigation</p> <ol style="list-style-type: none"> PGCPs will provide a transparent, confidential, and accessible reporting system for incidents of harassment, hostility, humiliation, and bullying. 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. Transparency: The complainant will be kept informed of the investigation's progress and outcome. Protection from Retaliation: Unit I members who report incidents will be protected from retaliation. Complaints of retaliation will be investigated promptly, and appropriate consequences will be developed and enforced. <p>PGCEA holds to proposal of 3/11/25</p> <p>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). PGCEA holds to proposal of 3/11/25</p> <p><u>PGCPs Response 4/22/25</u></p> <p>13 A. Same as 3/18/25 13 B. Same as 3/18/15 13 C. Same as 3/18/25</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 of the Unit I member to have an Association representative present at any meeting or hearing where the Unit I members has a reasonable belief that the meeting or hearing may result in disciplinary action:</p> <ol style="list-style-type: none"> 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 	
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	<p>in disciplinary action, providing that the request for representation does not unreasonably delay the meeting.</p> <ul style="list-style-type: none"> b. the Unit I member being informed of the specific allegation(s) against them before being asked to provide any incident statement or attend any interview. c. the right to a formal hearing with thirty (30) workdays where Unit members can examine any evidence against them and respond to allegations. The final determination in the case will be issued within 30 days of the hearing. d. Generally, employee evaluation conferences are not conducted as disciplinary in nature. e. the existing legal and contractual rights of the Board of Education and its Unit I members as represented by PGCEA with respect to suspension or dismissal of Unit I member 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>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>13 I. Reject – Maintain the current NA language. This is covered under PGCPs Administrative Procedures 4170 and 4185. 13 K. Same as 3/18/25</p> <p><u>PGCEA Response 4/29/2025</u> 13 A. Hold to 3/25/25 response 13 B. Both Sides Agree – TA 13 C. Both Sides Agree – TA</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>	
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2. 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 members has a reasonable belief that the meeting or hearing may result in disciplinary action:~~
 - a. ~~Upon their election to do so, Unit I members have the right 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 ~~providing that the request for representation does not unreasonably delay the meeting.~~
 - b. the Unit I member being informed of the specific allegation(s) against them before being asked to provide any incident statement or attend any interview.
 - c. the right to a formal hearing within ~~thirty (30)~~ **forty-five (45)** 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~~ **forty-five (45)** days of the hearing.
 - d. Generally, employee evaluation conferences are not conducted as disciplinary in nature.
 - e. the existing legal and contractual rights of the Board of Education and its Unit I members as represented by PGCEA with respect to suspension or dismissal of Unit I member 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.
3. 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.

13 I. PGCEA holds to proposal of 3/11/25

13 K. PGCE holds to proposal of 3/11/25

PGCPS Response – 5/6/2025

	<p>13.A – Hold to the 3/18/25 counter TA – 13.B & C 13 D – Revised counter submitted on 4/29/25 Reject 13 I 13.K – Hold to the counter submitted on 3/18/25</p>	
<p>Article 14 Educator Facilities, Equipment, and Supplies</p>	<p><u>PGCEA Proposal 3/11/2025</u></p> <p>A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.</p> <p>5. Itinerant instructional Unit I members shall be provided with securable classrooms for the instruction of their students at each school they are assigned.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><u>PGCPS Response 3/18/2025</u></p> <p>A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.</p> <p>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.</p> <p>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.</p> <p>18. Unit I members shall receive up to \$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 the reimbursement of costs incurred for the purchase of supplies, materials, and other items used in the workplace upon the presentation of verifiable receipts.</p>	

	<p>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. Hold for further study.</p> <p>We agree in principal to increase the reimbursement for school supplies, etc. in an amount to be determined as part of economic negotiations. PGCPS</p> <p><u>PGCEA Response 3/25/2025</u></p> <p>A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.</p> <p>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. This space shall meet the COMAR requirements for Academic Classroom Space (COMAR 14.39.07.07)</p> <p>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.</p> <p>PGCEA Agrees to A. 6. Counter</p> <p><u>PGCPS Response 4/22/2025</u></p> <p>14 A. 5. Same as 3/18/25</p> <p>14 A. 6. Same as 3/18/25 Agreement</p> <p>14 A. 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.</p> <p>14 A. 21. Same as 3/18/25</p> <p><u>PGCEA Response 4/29/2025</u></p> <p>14 A. 5. PGCEA Holds to counter proposal of 3/25/25 – waiting for response.</p> <p>14 A.6. PGCEA and PGCPs Agree – TA</p> <p>14 A. 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 for supplies, materials, and other items used in the workplace.</p> <p>14 A.21. Waiting for PGCPs Response</p>	
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	<p><u>PGCPS Response – 5/6/2025</u></p> <p>14.A.5 – Hold to the 3/18/25 counter</p> <p>TA - 14.6, 14.18</p> <p>14.A.21 – PGCPS proposed a counter on 4/29/25</p>	
<p>Article 15 – Classroom Management and Discipline</p>	<p><u>PGCEA Proposal 3/11/2025</u></p> <p>C. Classroom management is the responsibility of the Unit I member. Procedures for handling disruptive students both within and without of 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.</p> <p>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 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.</p> <p>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.</p> <p>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.</p>	

This training shall be offered to impacted staff before the start of the student school year.

PGCPS Response 3/18/2025

See Counter-proposal for C. PGCPS appreciates and shares PGCEA's concerns over student behavior but recognizes that there are non-negotiable requirements as set forth in IDEA, the Education Article (e.g., Sec. 7-305.1), and COMAR 13A.08.01.11 providing protections for students who engage in such behavior.

- 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.
- 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 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. Note:~~ Administrative Procedure 10000- Student Discipline and Security (The Student's Rights and Responsibilities Handbook) are scheduled for review and the process for maximizing the use of Synergy for discipline referrals and the district provisions for more specific guidance are a part of that process.
- 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~~

	<p>created to ensure the safety of that student, other students and PGCPs staff before the student is returned to the classroom or program.</p> <p>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. Hold for further review. We don't think it is possible to train "Everyone" before the students arrive. Some students arrive on very short notice.</p> <p><u>PGCEA Response 3/25/2025</u></p> <p>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.</p> <p>PGCEA Holds on proposed language D</p> <p>PGCEA Holds on proposed language H</p> <p><u>PGCPs Response 4/22/2025</u> 15 C. Same as 3/18/25 15 D. Same as 3/18/25 15 H. Same as 3/18/25</p> <p>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.</p> <p><u>PGCEA Response 4/29/25</u></p>	
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	<p>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.</p> <p>15 D. Hold to proposed language of 3/11/25 15 H. Hold to proposed language of 3/11/25 15 I. Agree to PGCPs language of 4/22/25 - TA</p> <p><u>PGCPs Response – 5/6/2025</u> 15.C – Hold to the 3/18/25 counter Reject 15.D & H – Student discipline and security are governed by the PGCPs Administrative Procedure 10000 series. TA on 15.I</p>	
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PGCEA Professional Autonomy and Educator Voice Proposals

Article	Proposal	Agreement
<p>Article 4 PGCEA RIGHTS OF REPRESENTATIVE RECOGNITION</p>	<p><u>PGCEA Proposal 3/25/2025</u> 4.5 FACULTY ADVISORY COUNCIL</p> <p>A. A Faculty Advisory Council is to be established by the Unit I members in every school, work site or, department, or unique office/grouping within a department.</p> <p>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.</p>	

- J. Every school/worksite/department shall have a school/worksite Improvement/Planning/School Planning Management/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.
- K. The school/worksite budget allocation (including but not limited to the school-based budget, Title 1 funds, and community school funds) shall be shared with the FAC by the principal/supervisor upon receipt. Then, the principal/supervisor's decision on how to allocate those funds shall be shared with the FAC when it is ultimately approved by the Area Offices or other applicable Divisions and Departments. The information sharing within this item does not imply FAC control or approval power of any budget.

PGCPS Response 4/1/2025

4.5 FACULTY ADVISORY COUNCIL

- 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.**
- 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.**
- 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.
- K. ~~The school/worksite budget allocation (including but not limited to the school-based budget, Title 1 funds, and community school funds) shall be shared with the FAC by the principal/supervisor upon receipt. Then, the principal/supervisor's decision on how to allocate those funds shall be shared with the FAC when it is ultimately approved by the Area Offices or other applicable Divisions and Departments. The information sharing within this item does not imply FAC control or approval power of any budget.~~ **Reject**

PGCEA Response 4/8/2025

PGCPS Response 4/22/25

4.5 A. Same as 4/1/25

	<p>4.5 H. Same as 4/1/25 4.5 J. HOLD for further explanation 4.5 K. Same as 4/1/25</p> <p><u>PGCEA Response 4/29/2025</u> 4.5 A. Hold 3/25/25 Proposal</p> <p>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.</p> <p>4.5 J. Hold to 3/25/25 Proposal 4.5 K. Hold to 3/25/25 Proposal</p> <p><u>PGCPS Response – 5/6/25</u> Reject 4.5 A – Maintain current language TA on 4.5 H 4.5 J – PGCPS is requesting an explanation for this proposal. 4.5 K – Reject</p> <p><u>PGCPS Responses 5/20/2025</u></p> <p>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 that monitors and facilitates the implementation of School Performance Plans (SPPs).</p> <p>K. School/worksite budget allocations (including but not limited to the school-based budget, Title I + funds, and community school funds) shall be shared and integrated into the yearly budget topic meeting with staff, and PTA/PTO meetings in accordance with PGCPS internal budget guidance guidelines. 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.</p>	
<p>Article 7 TEACHER EDUCATOR ASSIGNMENT</p>	<p><u>PGCEA Proposal 3/25/2025</u></p> <p>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.</p> <p>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</p>	

	<p>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.</p> <p>D. Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment change shall not occur.</p> <p><u>PGCPS Response 4/1/2025</u></p> <p>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.</p> <p>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.</p> <p>D. Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment change shall not occur. Reject</p> <p><u>PGCEA Response 4/8/2025</u> PGCEA did not respond to PGCPS 4/1/25 Responses</p> <p><u>PGCPS Response 4/22/25</u> Same as 4/1/25</p> <p><u>PGCEA Response 4/29/25</u> 7 B. Hold to 3/25/25 Proposal 7 C. Hold to 3/25/25 Proposal 7 D. Hold to 3/25/25 Proposal</p> <p><u>PGCPS Response – 5/6/25</u> Reject 7.B, C, & D</p>	
<p>Article 12 RIGHTS AND PRIVILEGES OF UNIT I MEMBERS</p>	<p><u>PGCEA Proposal 3/25/2025</u></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</p>	

	<p>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><u>PGCPS Response 4/1/2025</u> 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> <p><u>PGCEA Response 4/8/2025</u></p> <p><u>PGCPS Response 4/22/25</u> Same as 4/1/25</p> <p><u>PGCEA Response 4/29/25</u> Hold to 3/25/25 Proposal</p> <p><u>PGCPS Response – 5/6/25</u> Reject 12.D –Maintain current language</p> <p><u>PGCPS Responses 5/20/2025</u> Reject: Maintain current contract language.</p> <p>5. PGCPS maintains its position in reference to Administrative Procedure 5116 and teachers’ rights when they do not support proposed grade changes.</p> <p>6. PGCPS has priority focus areas and initiatives across various content areas and grade levels, which are mandated internally and by MSDE.</p>	
<p>Article 23 EMPLOYMENT IN ADDITIONA TO REGULAR ASSIGNMENT</p>	<p><u>PGCEA Proposal 3/25/2025</u> 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</p>	

	<p>Team in accordance with Article 4, Section J, will receive a compensatory emolument of \$1,500.</p> <p><u>PGCPS Response 4/1/2025</u> 23.14 Elected Faculty Representatives on Improvement Planning Teams</p> <p>Hold. Economic Item.</p> <p><u>PGCEA Response 4/8/2025</u></p> <p><u>PGCPS Response 4/22/25</u> Same as 4/1/25</p> <p><u>PGCEA Response 4/29/25</u> Waiting for response from PGCPS</p> <p><u>PGCPS Response – 5/6/25</u> Reject 23.14</p>	
<p>Article 24 SCHOOL QUALITY AND IMPROVEMENT</p>	<p><u>PGCEA Proposal 3/25/2025</u></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 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>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 more than ten representatives, as members of the committee.</p> <p>The Associate Superintendent for Special Education and the Associate Superintendent for Student Services shall be members of the committee. In their absence, the associates will send a designee for representation. Each party can suggest relevant agenda topics. The committee shall keep a record of issues discussed and actions taken at each meeting to be shared with all special educators and related services providers.</p> <p><u>PGCPS Response 4/1/2025</u></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. Counter-proposal 03/25/25</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 more than ten representatives, as members of the committee.

HOLD

The Associate Superintendent for Special Education and the Associate Superintendent for Student Services shall be members of the committee. In their absence, the associates will send a designee for representation. Each party can suggest relevant agenda topics.

The committee shall keep a record of issues discussed and actions taken at each meeting to be shared with all special educators and related services providers.

PGCEA Response 4/8/2025

PGCPS Response 4/22/25

24 A. Same as 4/1/25

- 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 will proceed as scheduled only if agenda items are submitted at least 48 hours in advance. If agenda items are not submitted within that timeframe, the meeting will be canceled.**

Each party shall identify a minimum of five representatives, and no more than ten representatives, as members of the committee **to include representatives from the related services work groups.**

The Associate Superintendent for Special Education and the Associate Superintendent for Student Services shall be members of the committee. In their absence, the associates will send a designee for representation. Each party can suggest relevant agenda topics.

The committee shall keep a record of issues discussed and actions taken at each meeting to be shared with all special educators and related services providers.

PGCEA Response 4/29/25

24 A. Agree to PGCPs counter of 4/1/25

- 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

	<p>services in PGCPs and be proactive in resolving issues of concern to both parties. The monthly meeting will proceed as scheduled only if agenda items are submitted at least 48 hours in advance. If agenda items are not submitted within that timeframe, the meeting will be canceled.</p> <p>Each party shall identify a minimum of five representatives, and no more than ten representatives, as members of the committee to include representatives from the related services work groups.</p> <p>The Associate Superintendent for Special Education and the Associate Superintendent for Student Services shall be members of the committee. In their absence, the associates will send a designee for representation. Each party can suggest relevant agenda topics.</p> <p>The committee shall keep a record of issues discussed and actions taken at each meeting to be shared with all special educators and related services providers.</p> <p><u>PGCPS Response – 5/6/25</u> 24.A – Hold to the 4/1/25 counter 24.C – Hold to the 4/22/25 counter</p> <p><u>PGCPS Responses 5/20/2025</u> Correction: TA on 24.A</p>	
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PGCEA Less Testing More Learning Proposals

Article	Proposal	Agreement
Article 20 INSTRUCTIONAL PROGRAM	<p><u>PGCEA Proposal 3/25/2025</u> 20.4 STUDENT TESTING AND SURVEY DATES</p> <p>A. PGCPs will publish testing and survey calendar dates and windows of all state and district mandated tests and surveys, as well as required ELL testing, by September 15 or before the first professional duty day for all Unit I members of each school year of this agreement. The published testing information will include the number of minutes required for administering and completing each district/state test. This testing document will be shared with PGCEA. This testing information will be publicly shared through appropriate communication venues used by the school system.</p> <p>B. Any training necessary for the administration of state and/or district testing will be done during the Unit I members' workday independent of their contractual planning time under Article 6.2 C. 2. a. and b.</p>	

	<p>C. PGCEA and PGCPs will form an ongoing committee with the goal of making 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> <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><u>PGCPs Response 4/1/2025</u> 20.1 A. HOLD 20.2 B. HOLD 20.2 C. HOLD – further consideration 20.2 D. HOLD – further consideration 20.2 E. HOLD – further consideration</p> <p><u>PGCPs Response 4/22/25</u> Same as 4/1/25</p> <p><u>PGCEA Response 4/29/25</u> Waiting for PGCPs response</p> <p><u>PGCPs Response –5/6/25</u> 20.1 – HOLD - PGCPs is identifying a subject matter expert to present at the next session</p> <p><u>PGCPs Response 5/13/25 - Discussion w/ Dr. Strader</u> Reject – 20.1 A, C, D HOLD – 20.1 B & E – pending further review</p>	
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PGCEA Smaller Class Sizes, Case Loads, and Service Provider Ratios Proposals

Article	Proposal	Agreement
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**Article 20
INSTRUCTIONAL
PROGRAM**

PGCEA Proposal 3/25/2025
20.4 ASSIGNMENT EQUALIZATION

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~~ **Superintendent** 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 achieved, the FAC may refer the matter to the Chief Executive Officer for final action.~~ The FAC may request that the PGCEA President, or designee be present at any meeting scheduled to review class size concerns.

If a class size reduction is not agreed upon the impacted Unit I member will receive a stipend as determined below:

Percent Over County Class Size Average	Stipend
10%	\$1,750
20%	\$2,000
30% or over	\$2,250

B. The Board of Education and PGCEA hereby agree that subject to building/department limitations, budget, and program requirements, action will be taken to maintain favorable caseload and provider ratios, in accordance with Board of Education policy and reduce caseloads which exceed by more than 10% of the recommended limits in the Special Education Staffing Plan (SESP). A committee to review SESP annually shall include the PGCEA Special Education/Student Services Committee, Associate Superintendent of Special Education and Associate Superintendent of Student Services with FAC departmental representation and/or Unit 1 members from each discipline.

	<p>Consideration of Related Service Provider caseloads or service provider ratios will include, but not be limited to, number of students and/or provider service hours on a provider's caseload, number of schools a provider is assigned, drive time between a provider's assigned schools, staffing at new specialty programs during the specialty program's first year, and providers who are assigned to a school site immediately following a vacancy in their discipline.</p> <p>If, subsequent to September 30, any Unit I member has a caseload which exceeds the recommended PGCPs limits defined in the SESP, the Unit I member after consultation with the principal/supervisor will receive hourly pay at their per diem rate.</p> <p><u>PGCPs Response 4/1/2025</u> 20.4 A. Reject – not willing to negotiate class sizes or the Board's budget</p> <p><u>PGCPs Response 4/22/2025</u> Same as 4/1/2025</p> <p><u>PGCEA Response 4/20/25</u> 20.4 A & B – Hold to 3/25/25 proposals</p> <p><u>PGCPs Response – 5/6/25</u> Reject 20.4 – Not willing to negotiate class sizes</p>	
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Fair Compensation for Highly Trained Educators Proposals

Article	Proposal	Agreement
<p>Article 6 WORK YEAR/WORKDAY</p>	<p><u>PGCEA Proposal 4/1/2025</u> 6.2 WORKDAY</p> <p>L. EXTENDED OVER NIGHT DUTY DAY-COMPENSATION</p> <p>1. Unit I members assigned and completing overnight activities with students at Camp Schmidt, and Hard Bargain Farm, North Bay, or other school sponsored overnight programs or trips, shall be paid two hundred dollars per night in additional compensation, up to a maximum of two five nights, if the assignment is not a part of the member's regularly assigned duties for the position as noted in the position description.</p> <p><u>PGCPs Response 4/22/2025</u> HOLD – Pending further review</p> <p><u>PGCEA Response 4/29/25</u> Waiting for response from PGCPs</p>	

	<p><u>PGCPS Response – 5/6/25</u></p> <p>6.2 WORKDAY</p> <p>L. EXTENDED OVER NIGHT DUTY DAY-COMPENSATION</p> <p>1. Unit I members assigned and completing overnight activities with students at mandatory curriculum based instructional, Camp Schmidt, and Hard Bargain Farm, North Bay, or other school sponsored overnight programs or trips, shall be paid two hundred dollars per night in additional compensation, up to a maximum of two five nights, if the assignment is not a part of the member's regularly assigned duties for the position as noted in the position description.</p>	
<p>Article 11 PERSONNEL EMPLOYMENT</p>	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>11.3 Separation of Employment</p> <p>C. 2-All Unit I members who notify the Human Resources Division by April + May 1 if non-tenured and July 15 if tenured, of their intent to vacate his/her position for next school year will be provided with an effective date of July 1, or, in the case of tenured Unit members resigning between July 1 and July 15, the date of notification, and will have their health insurance continued until August 31 of the same year.</p> <p><u>PGCPS Response 4/22/2025</u></p> <p>11.3 Separation of Employment</p> <p>C. 2-All Unit I members who notify the Human Resources Division by April + 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.</p> <p><u>PGCEA Response 4/29/2025</u> Explain Counter</p> <p><u>PGCPS Response – 5/6/25</u></p> <p>PGCPS offered an explanation and we seem to be in agreement. PGCEA will propose clarifying language in the counter.</p>	
<p>Article 17</p>	<p><u>PGCEA Proposal 4/1/2025</u></p>	

<p>AUTHORIZED LEAVE WITH PAY</p>	<p>D. Court Appearance and Jury Duty</p> <ol style="list-style-type: none"> 1. A Unit I member shall be entitled to up to two days of paid leave in any school year if subpoenaed as a witness in a court proceeding where the subpoenaed Unit I member is expected to testify on a matter pertaining to a present or former pupil of such Unit I member, or as a witness to or victim of a violent crime. If a ten or eleven-month Unit I member is subpoenaed on a matter pertaining to a present or former pupil on one or two days the Unit I member is not scheduled to work, the Unit I member will be paid for the one or two additional days at that Unit I member's per diem rate. 2. Any witness fees received for a court appearance must be endorsed over to the Board of Education and forwarded to the Payroll Office. 3. When a Unit I member is drawn summoned for jury duty, the Unit I member shall receive full pay provided a written statement is furnished showing time served and expenses received from the Court. 4. If a Unit I member appears as a witness for the Board of Education with or without a subpoena, no deduction shall be made from salary. If the Unit I member appears as a witness for the Board of Education on days they are not scheduled to work, the Unit I member will be paid at their per diem rate. <p>E. Bereavement Leave</p> <ol style="list-style-type: none"> 1. On the death of a child, step-child, parent, step-parent, parent-in-law, grandparent, grand-parent of spouse, legal guardian, grandchild, brother, sister, husband, wife, son-in-law, daughter-in-law, brother-in-law, sister-in-law, qualified domestic partner, or anyone who has lived regularly in the household of the unit member, such unit member shall be allowed four (4) five (5) work days of absence from school work without loss of salary. One of the four (4) days must be the day of the observance, except when it is held on a weekend or a holiday. 2. On the death of an aunt, uncle, niece, or nephew, Unit I members shall be allowed two three (3) workdays of absence from work without loss of salary. Proof of death and/or relationship may be required if, in the opinion of the immediate supervisor, the Unit I member has abused the privilege. 3. Any exceptions to the above may be made by applying to the Chief Human Resources Officer whose decision shall be final. <p>F. Military Leave</p> <ol style="list-style-type: none"> 1. A full-time Unit I member who is a member of the National Guard or the Reserve components of the Armed 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. 	
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	<p>H. Personal Leave</p> <p>Unit I members employed on other than twelve-month contracts may be absent from duty without loss of pay up to four days during any school year. A request for personal leave should be entered into the appropriate time management system at least one (1) day prior to the intended absence. No specific reason for such personal leave shall be required or solicited except as noted in item 2 and item 4 below. In case of emergency, the appropriate school official shall be notified prior to the beginning of the duty day of intended absence. Rules regarding personal leave are as follows:</p> <ol style="list-style-type: none"> 1. Notification of intended use of personal leave shall be made in the appropriate time management system 2. Leave immediately before or after a holiday, emergency makeup, vacation or staff development day(s) may be requested for reason and must have final approval from the Chief Human Resources Officer. Such leave requests must be received by the Office of the Chief Human Resources Officer at least two weeks ten (10) business days in advance. Unless officially notified of the Chief Human Resources Officer's decision no later than five (5) days after receipt of the leave request, the requested leave will be approved. 3. No personal leave will be granted on staff development days or on PARCC MCAP and MSA/HSA SAT testing days impacting the school, except as approved in writing from the Chief Human Resources Officer/designee. 4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing from by the Chief Human Resources Officer. Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university. <p>I. Professional Growth Leave</p> <p>Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization recognized by the district. This leave is in addition to 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>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>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</p>	
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site. Principals/supervisors will receive prior notice of such absences to maintain school/worksite stability and employee accountability. The parties further recognize that unit members will not abuse these rights and the Board, at the appropriate supervisory level, retains the rights to deny such rights to any unit member whose pattern of absences from work appears inconsistent with the performance of their duties.

PGCPS Response 4/22/25

D. Court Appearance and Jury Duty

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

E. Bereavement Leave

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

	<p>F. Military Leave</p> <ol style="list-style-type: none"> 1. A full-time Unit I member who is a member of the National Guard or the Reserve components of the Armed Forces of the United States in order to meet an active duty commitment will be allowed military leave with full pay less the amount paid for such duty not to exceed fifteen (15) duty days; such leave may be granted only during a period the individual is required to be on duty. Military leave and benefits will be provided consistent with the Board's administrative procedure, federal, state, and local law and this Agreement. Any change in federal, state, local law, regulation or procedure which provide greater military leave benefits shall, after consultation with PGCEA be made applicable to employees covered by this section. Any Unit I member included in the category above who is called upon to serve a longer period of time not during an emergency shall be entitled to a leave of absence without pay. Those who are called to short-term duty under the authority of a State Governor or the Mayor of Washington, D.C., during an emergency, shall be entitled to leave of absence with full pay less the amount paid for such duty for such time while actually serving under such active duty orders in addition to the fifteen-day period specified above. Where the Unit I member involved has the option of when to take training and unless it will jeopardize that person's reserve standing, the person will take the fifteen (15) days at such time that it will not interfere with the instruction of children. Exception to the above will require a letter from that Unit I member's immediate military commanding officer and approval by the Chief Human Resources Officer. 2. Any Unit I members who is drafted for military service may request leave without pay for the period of obligated service. Upon completion of military service, the employee will be entitled to be restored to the job formerly held or one of a similar class if available. However, restoration must be requested within ninety (90) days of receipt of the honorable discharge. In addition, the Unit I member must be physically and mentally capable of performing the work required. When the obligated service is completed and the employee is returned to the former classification, that employee shall be entitled to all the annual salary increments for which eligible if employment had been continuous. 3. Paid Military Leave shall be granted for both short-term mandatory commitments as well as prolonged deployments, not to exceed fifteen (15) days within a school year. Any additional time needed will be considered leave without pay. 4. Military duty shall include all military service obligations, including but not limited to drills, training exercises and other short term mandatory commitments. Military Service obligations where Unit 	
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members have limited or short-term notice from the National Guard of Reserve shall be processed through an expedited process.

H. Personal Leave

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

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

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

I. Professional Growth Leave

Upon approval, Unit I members shall be granted a professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or

to a state or national organization recognized by the district. **This leave is in addition to professional development days identified on the PGCPs Calendar.** By special request, additional days may be granted by the ~~Chief Executive Officer or designee~~ **Area Associate Superintendent** and will not be unreasonably denied.

TA as revised

Article 17 K. TA

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

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

PGCEA Response 4/29/2025

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

E. Bereavement Leave

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

17 F. Military Leave – Agree with PGCPs Counter of 4/22/25 – TA

H. Personal Leave

Unit I members ~~who are not employed on other than a twelve-month contract may be absent from duty without loss of pay~~ **take up to four paid days off per during any school year.** A request for personal leave should be entered ~~into the~~ **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

	<p>below. In case of emergency, the appropriate school official shall be notified prior to the beginning of the duty day of intended absence. Rules regarding personal leave are as follows:</p> <ol style="list-style-type: none"> 1. Notification of intended use of personal leave shall be made in the appropriate time management system 2. Leave immediately before or after a holiday, emergency makeup, vacation or staff development day(s) may be requested for reason and must have final approval from the Area Associate Superintendent Chief Human Resources Officer. Such leave request must be received by the Area Office of the Associate Superintendent Chief Human Resources Officer at least two weeks ten (10) business days in advance. Unless officially notified of the Chief Human Resources Officer's Area Associate Superintendent's decision no later than five (5) business days after receipt of the leave request, the requested leave will be approved. 3. No personal leave will be granted on staff development days or on PARCC MCAP and MSA/SATHSA testing days impacting the school, except as approved in writing from by the Area Associate Superintendent Chief Human Resources Officer/designee. 4. No personal leave will be granted during the first or last five (5) days of any school year except as may be approved in writing from by the Area Associate Superintendent/designee Chief Human Resources Officer. Consideration for approval will be confined to those applications wherein this time is essential for summer school attendance as certified by the registrar of any regularly recognized college or university. <p>17 I. Professional Growth Leave – TA 17 K Selected Service Leave – TA 17 Q. Hold for further discussion</p> <p><u>PGCPS Response – 5/6/25</u> TA on 17.D, F, H, I, K, 17.E – Hold to the 4/22/25 counter 17.Q – Hold - under review</p> <p><u>PGCPS Responses 5/20/2025</u> Reject: This is problematic for Unit I members as there are negotiated terms that provide compensation for tasks that extend beyond the duty day (i.e., second assignments, emoluments, workshop pay, and pay for covering classes/duties in hourly increments). We can't honor the compensation requirement when Unit I members provide coverage and simultaneously extend grace without taking leave to account for the expense of the coverage provided.</p>	
Article 21 FRINGE BENEFITS	21.1 TUITION REIMBURSEMENT	

	<p>B. Funding for the Tuition Reimbursement Program shall be:</p> <ol style="list-style-type: none"> 1. \$4,000,000 in FY 23 2. \$4,000,000 in FY 24 3. \$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"> 1. Any course to maintain a valid teaching certificate. 2. Any advanced degree or certification in the unit members' field, current assignment, or a future certification. 3. An advanced degree in education. 4. An area of special need to the school system. 5. Any courses taken for professional growth and contribution to the school system including undergraduate or graduate foreign language classes. 6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPs. <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 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>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</p>	
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	<p>for active and retired employees, dental insurance design and cost, life insurance, 403(b) and 457(b) programs.</p> <p>B. The Insurance Council shall be made up of representatives of the Chief Executive Officer and representatives of each of the labor unions. PGCEA members shall be appointed by the President of PGCEA.</p> <p>C. The Insurance Council will be co-chaired by a PGCPs and PGCEA Labor Group member. The Labor Group co-chair will be chosen by the labor group members of the council for a one-year term. The co-chairs shall be responsible for creating the agenda for all meetings and will alternate chairing council meetings.</p> <p>D. The Insurance Council shall meet bi-monthly September, November, January, March, and May of each school year to discuss, study, and report on suggestions pertaining to the employee benefits plans and costs. Additional meetings shall be held at the request of either PGCPs or the labor groups. Minutes of such meetings shall be available to all members of the council. Association reps on the insurance council shall be entitled to organizational leave as outlined in the negotiated agreement released from their normal work duties for meetings of the insurance council without loss of salary whenever it is jointly decided to hold such meetings during their workday.</p> <p>E. The tasks of the insurance council shall be focused on</p> <ol style="list-style-type: none"> 1. Making recommendations for plan design and rate setting with the assistance of a consultant. All members of the council will be provided with the necessary financial data to make these decisions, but individual information of plan participants shall not be shared with the council. 2. Making recommendations on the insurance fund reserve. 3. Making recommendations on the PGCPs budget mark for funding employee benefits. 4. Hearing member appeals. 5. Evaluating insurance vendor bids. 6. Reviewing monthly financial reports. <p>F. The insurance council shall establish and appoint subcommittees as needed to address the following:</p> <ol style="list-style-type: none"> 1. Benefit coverage appeals. 2. 403(b) and 457(b) Tax Sheltered Plans 3. OPEB funding/cost containment. 4. Ad Hoc committees to address council initiatives. <p>21.15 NATIONAL CERTIFICATIONS</p> <p>A Unit I member who has successfully completed and attained NBPTS certifications shall receive:</p> <p>A. Unit I employees who qualify based upon Maryland State Department of Education's standards of definitions of "Teacher," "Certified," "Primarily Responsible and Accountable," "Working Time," "Teaching Time" and</p>	
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	<p>“Percent of Time Teaching” shall receive a salary increase of \$13,000 annually effective July 1, 2022, through June 30, 2025.</p> <p>B. The Board of Education shall reimburse the Unit I member for up to one (1) of the NBPTS application and/or testing fee up to \$450.</p> <p>C. Unit I employees who qualify in Section 21.15 A above, and who are assigned and serve in schools identified as “Low Performing Schools,” will receive an additional \$9,000 annually while serving in such identified schools effective July 1, 2022, through June 30, 2025.</p> <p>D. Unit I employees earning their first maintenance of National Board Certification shall receive \$8,000 in additional salary.</p> <p>E. Unit I employees earning their second maintenance of National Board Certification shall receive \$7,000 in additional salary.</p> <p>F. Unit I employees earning their third maintenance of National Board Certification shall receive \$6,000.</p> <p>G. Unit I employees who have attained NBPTS or national certifications/licenses in other subjects or disciplines who DO NOT meet the standards specified in Section 21.15 A above shall receive a salary increase of \$4000 \$13,000 annually effective July 1, 2022 through June 30, 2025.</p> <p>21.16 CAREER LADDER IMPLEMENTATION</p> <p>A. A joint PGCPs-PGCEA Career Ladder Development Board shall be maintained throughout the duration of this contract.</p> <ol style="list-style-type: none"> PGCPs and PGCEA shall each appoint one joint co-chair to the Board. The Board shall have eight (8) appointed members; with four (4) members appointed by PGCEA and four (4) members appointed by PGCPs. Each PGCEA member shall serve a three-year term. The Board will issue joint recommendations to the respective bargaining teams of PGCEA and PGCPs for consideration in negotiations for a successor agreement to this contract. The Board shall review and make decisions for candidates moving from level three to level four of the Career Ladder. <p>B. Emoluments as described in Article 23.6 shall not be affected by the Career Ladder.</p> <p>C. Structure of the Career Ladder</p> <ol style="list-style-type: none"> Level 1 <ol style="list-style-type: none"> Unit I members on level 1 of the Career Ladder will stay on the negotiated pay scale. 	
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- b. All Unit I members are eligible for advancement on the Career Ladder
- 2. Level 2
 - a. Unit I members on level 2 of the Career Ladder will stay on the negotiated pay scale.
 - b. Movement to level 3 is obtained once a teacher obtains NBCT or a master's degree if there is no NBC area defined by the Maryland Accountability and Implementation Board/State.
- 3. Level 3
 - a. Unit I members on Level 3 will stay on the negotiated NBC pay scales.
 - b. Maintenance compensation will be based on the minimum requirements of national board certification as stated in the law.
 - c. All level 2 benefits will be provided at level 3.

PGCPS Response 4/22/2025

21.1 TUITION REIMBURSEMENT

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

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

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

- a. Unit members shall be reimbursed up to \$550 per credit for up to nine (9) credits per contract year. Reimbursements will be established on a first come, first served basis subject to budgeted allocations and shall apply to the following:

- 1. Any course to maintain a valid teaching certificate.
- 2. Any advanced degree or certification in the unit members' field, current assignment, or a future certification.
- 3. An advanced degree in education.
- 4. An area of special need to the school system.
- 5. Any courses taken for professional growth and contribution to the school system **including undergraduate or graduate foreign language classes.**
- 6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPS.

Application for reimbursement will be accepted three times throughout the fiscal year. Only courses completed during the specified dates will be accepted during the appropriate submission dates. Requests received prior to the designated beginning date will be automatically 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>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>B. From time to time, the Board of Education may offer to Unit I Members particular training or certification program (e.g. Reading Recovery, Montessori etc.) at no out of pocket cost to the Unit I Member. When those opportunities are offered, the Board of Education may, in consultation with PGCEA, require that participating Unit I members reimburse the Board of Education for expenses paid for the program, in the event said member fails to successfully complete the program or fails to remain an employee of PGCPS for the period of time after completing the program as specified by the Board of Education in its announcement of the program. In the event that If a Unit I member becomes obligated to reimburse the Board of Education for such expenses, the Board of Education is authorized to deduct the amount due from the Unit I member's payroll check(s) on a prorated basis and after the Unit I member has been notified of such deduction. PGCEA will receive prior notification about any programs established under this section and will have input into the reimbursement parameters.</p> <p>21.10 DISPOSITION OF UNUSED LEAVE Reject – maintain the current NA language because of the fiscal note required for this proposal.</p> <p>21.12 INSURANCE COUNCIL Reject – Hold to the current NA language. Recommendations for changes to the Insurance Council should be proposed in collaboration with PGCPS and the Labor Partners, not in isolation.</p> <p>21.15 NATIONAL CERTIFICATIONS TA – Note this agreement is contingent upon full funding from MSDE for the MOC.</p> <p>21.2 CAREER LADDER IMPLEMENTATION HOLD – pending further review</p> <p><u>PGCEA Response 4/29/2025</u> 21.1 TUITION REIMBURSEMENT</p>	
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	<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 each fiscal year unless otherwise agreed upon through the work of the Tuition Reimbursement Task Force.</p> <p>1. \$4,000,000 in FY 23</p> <p>2. \$4,000,000 in FY 24</p> <p>3. \$4,000,000 in FY 25</p> <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"> 1. Any course to maintain a valid teaching certificate. 2. Any advanced degree or certification in the unit members' field, current assignment, or a future certification. 3. An advanced degree in education. 4. An area of special need to the school system. 5. Any courses taken for professional growth and contribution to the school system including undergraduate or graduate foreign language classes. 6. Unit I members shall be eligible for up to 39 credit hours of tuition reimbursement in total during service with PGCPS. <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 1 member can receive credit toward an Advanced Professional Certificate. PGCEA may submit to the Board of Education requests for PGCEA to conduct specified workshops for state approved credit. The request must include a detailed content description of what will be offered. If approved by the Board of Education and the State Board of Education, the workshop will be offered. If approved, the workshop will be offered, provided that there is no cost to the Board of Education.</p> <p>D. From time to time, the Board of Education may offer to Unit I Members particular training or certification program (e.g. Reading Recovery, Montessori etc.) at no out of pocket cost to the Unit I Member. When those opportunities are offered, the Board of Education may, in</p>	
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	<p>consultation with PGCEA, require that participating Unit I members reimburse the Board of Education for expenses paid for the program, in the event said member fails to successfully complete the program or fails to remain an employee of PGCPs for the period of time after completing the program as specified by the Board of Education in its announcement of the program. In the event that If a Unit I member becomes obligated to reimburse the Board of Education for such expenses, the Board of Education is authorized to deduct the amount due from the Unit I member's payroll check(s) on a prorated basis and after the Unit I member has been notified of such deduction. PGCEA will receive prior notification about any programs established under this section and will have input into the reimbursement parameters.</p> <p>21.10 DISPOSITION OF UNUSED LEAVE</p> <p>A. Retirement Upon retirement in Prince George's County, a Unit I members shall receive payment for three tenths one-half four tenths of his/her unused sick leave, not to exceed full pay for up to a maximum of 80 days for a ten month Unit I member, 86 days for an eleven month Unit I members, 92 days for a twelve month Unit I members or for 25 days of accumulated annual leave, whichever is greater. A Unit I member retiring on disability would be eligible for such payment after five years of service in Prince George's County. Any unused personal leave shall be counted as sick leave at the time of retirement. A Unit I member would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment.</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 up to three tenths one-half four tenths of the Unit I member's unused sick leave not to exceed full pay for up to a maximum of 65 days for a ten month Unit I members, 71 days for an eleven month Unit I members and 77 days for a twelve month Unit I members, whichever is greater, shall be paid to the estate of the deceased Unit I member. Any unused personal leave shall be counted as sick leave at the time of death. This payment shall be based upon the salary at the time of death.</p> <p>21.12 INSURANCE COUNCIL PGCEA holds to 4/1/25 Proposal</p> <p>21.15 NATIONAL CERTIFICATIONS TA</p> <p>21.16 CAREER LADDER IMPLEMENTATION Waiting for response from PGCPs</p>	
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	<p><u>PGCPS Response – 5/6/25</u></p> <p>TA on 21.1 B & D</p> <p>21.1 C – first come, first serve allows for a more equitable process when reviewing submissions</p> <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 1 member can receive credit toward an Advanced Professional Certificate/License. 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>Reject 21.10 & 21.12</p> <p>TA on 21.15 - Contingent upon full funding from MSDE for the MOC.</p> <p>21.16 – PGCPS agrees to incorporate and implement the Career Ladder as it is written and agreed upon in the MOU approved by the AIB.</p>	
<p>Article 22 SALARY</p>	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>22.1 PAY PERIOD Unit I members will be paid every two (2) weeks. All Unit I employees hired after July 1, 2014, shall be paid on the 10-month, 11-month, or 12-month payment schedule dependent on their work year, but all 10-month Unit I members shall have the option of being placed on the twelve-month pay option.</p> <p>*Revised language of 4/4/2025</p> <p>22.2 PLACEMENT OF UNIT 1 MEMBERS ON THE SALARY SCHEUDLE</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"> ● Bachelor's Degree ● Bachelor's Degree Plus 30 ● Bachelor's Degree Plus 45 hours or Master's Degree/Equivalent ● Master's Degree/Masters Equivalent Plus 30 ● Master's Degree/Masters Equivalent Plus 60 ● Doctorate <ol style="list-style-type: none"> 1. A master's equivalency is earned by completing 30 semester hours (hrs) of post-baccalaureate graduate credit in a graduate degree program from a regionally accredited college/university. 2. A minimum of fifteen (15) hours of the course work must graduate level or be certified by the registrar as graduate level. A maximum of fifteen (15) hours of undergraduate course credit (taken while employed) with PGCPs and/or state approved workshop may be counted toward salary advancement. 3. Approved course work that is not part of the requirements for the Master's Degree may be counted toward the Master's Degree plus 30 and Master's Degree plus 60 hours' scale. <p>22.6 UNIT I SALARY SCHEDULE</p> <p>FY 23 FY 26 –FY 28 Salary Changes</p> <p>A. All eligible employees will receive one step increase effective July 1 of each year of this agreement.</p> <p>B. A 6% 10% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2022 2025.</p> <p>C. A 4% 9% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2023 2026.</p> <p>D. A 3% 8% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2024 2027.</p> <p>E. A 1% differential for eligible employees at the top of their grade for FY 2023, FY2024, and FY 2025 FY2026, FY2027, and FY2028.</p> <p>F. All permanent employees for PGCPs as of June 1, 2022, who are still permanent employees as of September 16, 2022, will receive a \$1,000 one-time retention bonus. This payment will be made by separate payment not later than October 21, 2022</p> <p><u>PGCPs Response 4/22/2025</u></p> <p>22.1 PAY PERIOD</p>	
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	<p>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.</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"> ● Bachelor's Degree ● Bachelor's Degree Plus 30 semester hours ● Bachelor's Degree Plus 45 semester hours or Master's Degree/Master's Equivalent ● Master's Degree/Master's Equivalent Plus 30 semester hours ● Master's Degree/Master's Equivalent Plus 60 semester hours ● Doctorate <ol style="list-style-type: none"> 1. A master's equivalency is earned by completing 30 semester hours (hrs) of post-baccalaureate graduate credit in a graduate degree program from a regionally accredited college/university. 2. A minimum of fifteen (15) hours of the course work must be graduate level or be certified by the registrar as graduate level. A maximum of fifteen (15) hours of undergraduate course credit (taken while employed) with PGCPs and/or state approved workshop may be counted toward salary advancement. 3. Approved course work that is not part of the requirements for the Master's Degree or Master's Equivalency may be counted toward the Master's Degree/Master's Equivalency plus 30 and Master's Degree/Master's Equivalency plus 60 hours' scale. <p>B. General Information Regarding All Salary Schedules</p> <ol style="list-style-type: none"> 1. Courses in religion, religious education, and courses or degrees not recognized by the State of Maryland for certification and related to a school assignment may will not be counted for salary purposes. 2. Progression on the salary schedule is determined by the Unit I member's anniversary date or the date of advancement to a higher training certification level. Unit I members employed prior to January 1 of the prior school year shall receive their initial step increase on July 1 of the following school year. Unit I members employed between January 1 and June 30 of the prior school year shall receive their initial step increase on February 1 of the school year following their initial hire. In succeeding years, they will receive step increases on July 1. 3. A Unit I member holding a Conditional Certificate is paid on a Bachelor's salary and is not eligible for a grade salary advancement 	
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	<p>through educational attainment until a professional certificate is obtained.</p> <ol style="list-style-type: none"> 4. A Unit I member holding either the bachelor's degree or an advanced degree in a field other than education may request that graduate courses related to that Unit I member's assignment be recognized for advanced standing on the salary schedule, provided that the individual holds at least an Advanced Professional Certificate in the field in which such individual is teaching. 5. An electronic Salary Lane Change Request or Credit Count Request form must be submitted at the time the Unit I member qualifies for placement on the new lane on the salary scale. Retroactive wages will be issued effective at the start of the pay period in which the documents were received by the Department of Human Resources. 6. Eleven-month Unit I members shall be paid one hundred ten percent (110%) of their salary indicated by the salary schedule, and twelve-month Unit I members shall be paid one hundred twenty percent (120%) of their salary indicated by the salary schedule, in addition to the applicable salary differential set out in the Differential Schedule. Additional eleven and twelve-month positions may be designated by the Superintendent of Schools Chief Executive Officer, and PGCEA shall be informed of the additions. 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>C. Outside applicants will be hired based on established administrative procedures. Unit I members hired on Step 10 between July 1, 2018, and June 30, 2022, may contact the Director of Human Resources to complete an assessment of potential salary increases based upon verified credible experience beyond Step 10 at their hire date. Verified changes will be implemented from the current date of receipt and confirmation by Human Resources.</p> <p>22.6 UNIT I SALARY SCHEDULE</p> <p>FY 23 FY 26 –FY 28 Salary Changes</p> <ol style="list-style-type: none"> A. All eligible employees will receive one step increase effective July 1 of each year of this agreement. B. A 6% 10% 2.5% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2022 2025. C. A 4% 9% 3.5% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2023 2026. D. A 3% 8% 2% Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, 2024 2027. E. A 1% differential for eligible employees at the top of their grade for FY 2023, FY2024, and FY 2025 FY2026, FY2027, and FY2028. <p>All permanent employees for PGCPs as of June 1, 2022, who are still permanent employees as of September 16, 2022, will receive a \$1,000 one-</p>	
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	<p>time retention bonus. This payment will be made by separate payment not later than October 21, 2022</p> <p><u>PGCEA Response 4/29/25</u></p> <p>22.1 Pay Period PGCEA Agrees with PGCPs Counter – TA</p> <p>22.2 PLACEMENT OF UNIT I MEMBERS ON THE SALARY SCHEDULE Hold for further questions</p> <p>22.6 UNIT I SALARY SCHEDULE Hold to 4/1/25 Proposal</p> <p><u>PGCPs Response – 5/6/25</u></p> <p>TA on 22.1</p> <p>22.2 – PGCPs provided clarification during the 4/29/25 session and is following up with the conversion information.</p> <p>MSDE accepts semester hours for course credit equivalency for certification/licensure. On the PGCPs Certification Office webpage, employees can see the conversion factor and access the full conversion chart. The information is linked here as well.</p> <p>Webpage language: <i>“Q: Are quarter hours equivalent to semester credit hours? A: No. A quarter-hour equals only two-thirds of a semester credit hour (1 qtr. hour = 2/3 semester). Click here to download a conversion table.”</i></p> <p>22.6 – Hold to the 4/22/25 counter</p>	
<p>Article 23 EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT</p>	<p><u>PGCEA Proposal 4/1/2025</u></p> <p>23.3 Curriculum Development Projects and Workshops</p> <p>A. Curriculum Development Projects Unit I members who work on curriculum development projects will be paid on their regular per diem basis not to exceed \$200.00 respectively, per day. The workday shall not exceed seven (7) hours exclusive of lunch. Unit I members who teach a Board of Education approved workshop will be paid on their per diem basis not to exceed \$250.00 per day. The workday shall not exceed seven (7) hours exclusive of lunch.</p> <p>B. Curriculum Workshops The workshops will be undertaken for college credit if possible. If this is not possible, Unit members will be paid on their regular per diem rate not to exceed \$175.00 \$350.00. This does not preclude the establishment of short term voluntary workshops, which will not provide reimbursement or any possible college or workshop credit. These voluntary workshops will be held only in the event that severe financial</p>	

	<p>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>23.6 COMPENSATORY EMOLUMENTS PROGRAM</p> <p>A. 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>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><u>PGCPS Response 4/22/2025</u></p> <p>23.3 CURRICULUM DEVELOPMENT PROJECTS</p> <p>Reject – As part of the Blueprint Career Ladder, educators are expected to assume more responsibilities as they move up, to include leading approved workshops.</p> <p>23.6 COMPENSATORY EMOLUMENTS PROGRAM</p> <p>HOLD – pending further review of this economic proposal</p> <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> <p>*Special Education Resource Teacher</p> <p><u>PGCEA Response 4/29/25</u></p>	
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	<p>23.3 CURRICULUM DEVELOPMENT PROJECTS AND WORKSHOPS Hold to Proposal of 4/1/25</p> <p>23.6 COMPENSATORY EMOLUMENTS PROGRAM Waiting for response from PGCPs</p> <p>23.12 DIFFERENTIAL SCHEDULE Increase all cells and lanes of the PGCEA Differential Schedule by 2% in FY26, FY27, and FY28 4% in FY23, FY24, and FY25 10% in FY26, 9% in FY27, and 8% in FY28.</p> <p>The following Unit I positions shall be added to the PGCEA Differential Schedule Lane A starting July 1, 2025:</p> <ul style="list-style-type: none"> • Individualized Education Program (IEP) Facilitator • Audiologist • Classroom Teacher – Deafness and Hearing Impairments • Assistive Technology Resource Teacher • Adapted Physical Education Teacher • Vision Teacher • Orientation and Mobility Instructor <p>The following Unit I position shall be revised for clarification on the PGCEA Differential Schedule Lane A: *Special Education Resource Teacher</p> <p><u>PGCPs Response – 5/6/25</u></p> <p>Reject 23.3 23.6</p> <p>23.6 COMPENSATORY EMOLUMENTS PROGRAM</p> <p>C. General Rules</p> <p>6. Increase all emoluments and activities by 4% in FY23, FY24, and FY25 10% 2.5% in FY26, 9% 3.5% in FY27, and 8% 2% in FY28.</p> <p>23.12 – Hold to the 4/22/25 counter</p>	
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PGCEA Miscellaneous 2 Proposals

<i>Section</i>	<i>Proposed Language</i>
Article 4 PGCEA RIGHTS OF REPRESENTATIVE RECOGNITION	<p>4.3 PROFESSIONAL ORGANIZATION INVOLVEMENT LEAVE</p> <p>When the need arises, officers, Board members, committee chairpersons and members designated by approval of the Board of Directors of PGCEA may attend essential local, state, and national meetings with no loss of pay or personal or annual leave. No more than a total of two-hundred twenty-five (225) days aggregate and cumulative for all professional employees or six (6) days for any one individual shall be approved in any</p>

	<p>school year. Exceptions to this provision shall be a ten (10) day maximum for the elected vice president and treasurer of the Association and one other individual designated by the Association. Other exceptions may be granted upon approval by the Chief Human Resources Officer. When the immediate supervisor is unable to make emergency arrangements, the Board will be reimbursed by PGCEA for the cost of substitutes used on a full or half-day basis. Application for such leave shall be made in writing to the Chief Human Resources Officer as far in advance as practicable and ordinarily at least forty-eight (48) hours in advance. PGCEA and its officers recognize and agree that this privilege should not be abused. This section does not apply to summer school teaching. The Board will develop appropriate leave codes for use when PGCEA members are absent from their work location for professional organization involvement leave.</p> <p><u>PGCPS Response – 5/6/25</u> TA</p>
<p>Article 6 WORK YEAR /WORKDAY</p>	<p>6.2 WORKDAY</p> <p>N. Unit 1 members facilitating afterschool concerts, performances, and other school-wide events not already compensated through an emolument shall receive a stipend of \$150 per event.</p> <p><u>PGCPS Response – 5/6/25</u> Reject</p>
<p>Article 9 TEACHER UNIT I MEMBER EVALUATION AND RATING</p>	<p>E. Formal classroom observations shall be conducted as part of the evaluation process for Unit I members who are On-Cycle or moved to On-Cycle. The requirements for formal observations are as follows:</p> <p>7. Formal observations can be conducted by the Principal/ Supervisor, Assistant Principal, other school, or district observer. The observer must be a PGCPS employed administrator certified in the PGCPS Evaluation System. Proof of certification will be available to the Unit I member upon request.</p> <p>16. Informal observation feedback shall not be stored on the PGCPS Evaluation System platform but shall be maintained at the Unit I member’s school or worksite.</p> <p>L. The Unit I Employee evaluation models are designed to promote professional growth and development to enhance academic excellence through a supportive performance management system. To ensure a system that seeks to grow performance and enhance academic excellence for every child, the Unit 1 Educator Evaluation Workgroup will continue with the goal of further refining and developing the professional growth evaluation activities for Unit 1 Educators, including, but not limited to, equitable and streamlined evaluation procedures, Student Growth Measures (SGMs), and conference requirements. Workgroup members will be recommended in equal measure by PGCEA and PGCPS with no more than 16 members who will each serve a three-year term. The workgroup will be co-chaired by PGCPS and PGCEA. The Workgroup will make recommendations at the end of each academic year for implementation enhancements or maintenance to the CEO or designee for consideration. The Workgroup will meet at least monthly September through June. At the discretion of the Chair(s), an additional summer meeting may be held if there is unresolved business.</p>

	<p>M. The Unit I Evaluation Workgroup will develop a peer assistance and review (PAR) program to forward to the Career Ladder Development Board for consideration. The PGCEA and PGCPS bargaining teams will adhere to any provisions that require negotiations.</p> <p><u>PGCPS Response – 5/6/25</u> Reject 9.E.7 & 16 TA on 9.L 9.M – PGCPS agrees to incorporate and implement the <i>Peer Assistance and Review</i> system as it is written and agreed upon in the MOU approved by the AIB. As of February 2025, the implementation of the PAR system has been deferred to a later date, which has not been published yet.</p>
<p>Article 14 EDUCATOR FACILITIES, EQUIPMENT, AND SUPPLIES</p>	<p>A. Provision of General Facilities and Supplies To the extent possible, the Board of Education shall make the following facilities available to Unit I members at their base school. Indicated provision will apply to each worksite.</p> <p>6. Unit 1 members providing therapeutic intervention, or clinicians, shall be provided with a designated space within each of their assigned school buildings, that is lockable, secure, confidential, and private for the provision of therapeutic services, testing, attending meetings, collaborating with student team members, and doing required documentation for students. The offices of Student Services and Special Education Support Programs and Related Services shall inform principals annually at the beginning of the year about clinician workspace needs in writing. The Clinician workspace shall be as free from noise and interruption as the educational program and the school facility permits. The clinician workspace shall be free of storage of materials used to support other disciplines/building storage. The offices of Student Services and Special Education Support Programs and Related Services will conduct a survey of clinicians by the end of September each school year to ascertain whether the workspace conditions are adequate as defined in this article. A process to remediate the situation shall be determined by the offices of Student Services and Special Education Support Programs and Related Services.</p> <p><u>PGCPS Response – 5/6/25</u> Reject - Through collaboration with the Departments of Special Education and Student Services, PGCPS will survey all clinicians’ workspaces and a remediation plan will be developed by the administration.</p>
<p>Article 21 FRINGE BENEFITS</p>	<p>21.11 MILEAGE FOR OFFICIAL SCHOOL BUSINESS</p> <p>D. Central/Area Office Unit I Members All central or area office Unit 1 members authorized on any day to report to a duty station other than the central or area office to which such Unit 1 member is regularly assigned will be reimbursed for all authorized mileage driven on such day minus two (2) times the distance between Unit I member’s home and the central or area office of regular assignment. Authorized business travel after normal working hours from home to a meeting, hearing or conference (and return) will be reimbursed.</p> <p>Unit 1 members assigned to central/area office worksites who cover a geographic region of the district, shall work collaboratively with their supervisors to identify a worksite/school within their coverage area for the purposes of mileage calculation. This worksite shall be determined by August 1 of each school year.</p> <p><u>PGCPS Response – 5/6/25</u></p>

	Reject – All employees have a base location to which they are assigned that should be used for the purposed of mileage reimbursement in accordance with PGCPs Administrative Procedure 4133.
Article 23 EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT	<p>23.10 OFFICE OF HOME AND HOSPITAL TEACHERS TEACHING</p> <p>A. Recognition The Board of Education of Prince George’s County, hereafter referred to as the Board, recognizes the Prince George’s County Educators’ Association hereinafter referred to as PGCEA, pursuant to Title 6 Education article of the Annotated Code of Maryland as the sole and exclusive bargaining representative of all home and hospital teacher employees of the Board with regard to all matters relating to salary, wages, hours, and other working conditions.</p> <p>B. Definitions This list of definitional terms contained in the Negotiated Agreement shall apply except as modified by the following:</p> <ol style="list-style-type: none"> 1. Unit – The body of certificated professional employees, and home and hospital teachers (HHT) and home and hospital case managers (HHCM) employed by the Board. 2. Negotiations Law Sections 6-401(d), 6-407(c), and 6-408 of the Annotated Code of Maryland – Education Article. 3. Home and hospital teacher (HHT) – a teacher employed to provide instructional services to a public-school student who is unable to function effectively in the classroom setting due to the student’s medical, physical, or emotional condition. 4. Home and hospital case manager (HHCM) – a Unit I member responsible for the coordination and facilitation of medically fragile and homebound students. 5. Board – The Board of Education of Prince George’s County. 6. PGCPs – Prince George’s County Public Schools. <p>C. HHT/HHCM Joint Committee</p> <ol style="list-style-type: none"> 1. The Board of Education and PGCEA Home and Hospital Teachers (HHTs) and Home and Hospital Case Workers (HHCMs) will establish a Joint Committee on Home and Hospital Teaching that will be a forum to identify, and problem-solve issues and concerns related to the home and hospital teaching program in a timely manner and promote collaboration between HHT/HHCMs and the Board of Education. 2. The Joint Committee will meet as needed to address issues brought forward by the members, including issues related to this Agreement such as compensation for planning time and appropriate compensation in the event of cancellations. The committee will be comprised of six members, three appointed by the Association, at least one of whom will be a case manager/program specialist and three appointed by the Board. 3. HHT representatives on the Joint Committee will be compensated for a minimum of for two (2) hours at their hourly per diem rate for each meeting of the committee. <p>D. Professional Development</p> <ol style="list-style-type: none"> 1. Home and hospital teachers may participate in professional development courses and other professional development activities on a space-available basis. 2. Case managers/program specialists training opportunities will focus on administrative skills, compliance regulations and case management strategies to include at least one relevant conference per school year. <p>E. Working Conditions</p>

1. PGCPs will provide home and hospital teachers **and case managers** with appropriate materials and access to photocopying of instructional materials at the assigned school of the student or at a designated Central Office location.
2. **HHCMS**
 - a. **Standard hours shall align with school hours to support student needs and school teams while ensuring coverage for central office operations.**
 - b. **Flexible scheduling and telework options will be available to accommodate program management, meetings, and school visits that do not require in-person settings. Adjustments to start and end times will be allowed based on case management demands and school teams' availability.**
 - c. **Case managers shall follow school delayed openings, early dismissals, and closings aligned with 10 and 11-month Unit I members based on their start and end schedules.**

F. Compensation

1. For Fiscal Years ~~2023, 2024, and 2025~~ **2026, 2027, and 2028**, HHTs shall be paid a cost of living (COLA) adjustment equal to the percentage of the Teacher Salary Table improvement.
2. **Unit I members serving a second assignment as a Home and Hospital Teacher shall be compensated at their hourly per diem rate.**
3. HHTs will be compensated for one hour at the beginning of each assignment with a new student ~~and for one hour at the end of each such assignment.~~
4. ~~HHTs will be compensated for one additional hour when an assignment carries over the end of a semester.~~
5. ~~HHTs will be compensated for the full amount when the teacher arrives and the student is not available at the teaching site.~~
4. **HHCMS shall receive their per diem hourly rate when required to work beyond their contracted work hours to provide training or professional development for Home and Hospital Teachers.**
5. **HHCMS shall be 11-month employees and be placed on Lane A of the PGCPs Differential Pay Schedule.**

G. Payroll Deductions HHTs **and HHCMS** shall be eligible to participate in certain authorized payroll deductions contained in this Agreement including:

1. Unified membership dues
2. PGCEA Foundation
3. Educational Systems Federal Credit Union
4. Tax sheltered annuities (including mutual funds)
5. PGCEA Fund for Children & Public Education (PAC)
6. PGCEA-sponsored voluntary benefits

H. Supplement The following Articles or portions of Articles shall apply to HHTs **and HHCMS** except as modified by Memorandum.

Article 1 - Preamble
Article 3 - Rights of Representative Recognition
Article 5 - Grievance Procedure
Article 12 - Rights and Privileges of Unit Members
Article 15 - Control and Discipline
Article 16 - Professional Liability Protection
Article 21.9 - Payroll Deduction
Article 21.14 - Payroll Direct Deposit Program

23.11 COMMUNITY SCHOOLS EDUCATOR LIAISONS

A. Purpose.

	<p>To support the implementation of the Blueprint for Maryland’s Future, the role of a Community School Educator Liaison will be created at every PGCPs community school identified by the standards set in the Blueprint for Maryland’s Future.</p> <p>B. Policy. The Community School Educator Liaison role must be held by a Unit 1 member and is required to complete 40 hours in addition to the normal 7 ½ hour day in any school year in support of the implementation of their school’s community schools strategy.</p> <p>C. General Rules The person selected to serve as the Community School Educator Liaison shall be elected by the Unit 1 members within the building in which the liaison will serve. This election shall be conducted no later than September 30th of each academic year for a one-year term. Candidates for this role may run for multiple years in a row with no term limits.</p> <p>D. Compensation The Community School Educator Liaison role shall be added to Compensatory Emoluments Scale for Elementary, Middle, and High Schools. The amount of the emolument shall be \$2,000. The Community School Educator Liaison emolument may only be terminated when a school is no longer identified as a community school under the definitions set by the Blueprint for Maryland’s Future.</p> <p><u>PGCPS Response – 5/6/25</u> Reject 23.10 – PGCPS rejects the proposed contract section title change and any reference to Home and Hospital Case Managers being added to the Home and Hospital Teachers section, as this falls under the “Employment in Addition to Regular Assignment” section. HHCMs are full-time, benefits-eligible employees who require a professional teaching certificate and are paid on the PGCEA salary table. The duties and responsibilities performed under that position title are not in addition to their regular assignment but are part of their primary assignment.</p> <p>Reject 23.11 - Not willing to negotiate the creation of positions</p>
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PGCPS Proposals

Article Section Title Alpha Number (& Letter if applicable)	Current language	PGCPS Proposal – April 22, 2025	PGCEA Response – April 29, 2025	PGCPS Response – May 6, 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</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>	Accept proposal – TA	

	<p>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>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>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>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>	<p>Reject</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

		<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> <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>	<p>alcohol on PGCPs property; or</p> <ol style="list-style-type: none"> 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> <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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