



## PGCEA/PGCPS Bargaining Tracker

### PGCEA Professional Autonomy and Educator Voice Proposals

Article	Proposal	Agreement
<b>Article 4</b> <b>PGCEA RIGHTS OF REPRESENTATIVE RECOGNITION</b>	<p><b><u>PGCEA Proposal 3/25/2025</u></b></p> <p>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 <del>or</del>, department, <del>or unique office/grouping within a department.</del></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 <del>Chief Executive Officer</del> Superintendent. <del>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.</del></p> <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.</p> <p>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.</p> <p><b><u>PGCPS Response 4/1/2025</u></b></p> <p>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 <del>or</del>, department, <del>or unique office/ discipline group within a non-school-based department.</del> <del>Reject.</del> Maintain current language.</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</p>	

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

#### **PGCEA Response 4/8/2025**

#### **PGCPS Response 4/22/25**

- 4.5 A. Same as 4/1/25  
4.5 H. Same as 4/1/25  
4.5 J. HOLD for further explanation  
4.5 K. Same as 4/1/25

#### **PGCEA Response 4/29/2025**

- 4.5 A. Hold 3/25/25 Proposal  
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.~~  
4.5 J. Hold to 3/25/25 Proposal  
4.5 K. Hold to 3/25/25 Proposal

#### **PGCPS Response – 5/6/25**

- 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

#### **PGCEA Response 5/20/25**

- 4.5 A – Hold to 3/25/25 proposal

	<p>4.5 J. - Wait for response from PGCPs 4.5 K. – Hold to 3/25/25 Proposal</p> <p><u><b>PGCPs Responses 5/20/2025</b></u></p> <p>J. <del>School Improvement Plan (SIP) Team/School Planning Management Team ( SPMT)/ Leadership Team.</del>The Chair of the FAC or designee shall serve as a representative to the school/<del>worksite</del> Improvement/Planning/<del>School Planning Management/Leadership</del> team that monitors and facilitates the implementation of School Performance Plans (SPPs).</p> <p>K. <del>School/worksite</del> budget allocations (including but not limited to the school-based budget, Title I <del>+</del> 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. <del>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.</del></p> <p><u><b>PGCEA Response 5/27/25</b></u> Continue to hold on 4.5 A. TA on 4.5 J &amp; K</p>	
<p><b>Article 7</b> <b>TEACHER</b> <b>EDUCATOR</b> <b>ASSIGNMENT</b></p>	<p><u><b>PGCEA Proposal 3/25/2025</b></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 <del>or during the successive school year</del> unless unforeseen circumstances cause the principal/<del>supervisor</del> to make such changes.</p> <p>C. When changes need to be made, notification setting forth the <del>specific</del> 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. <del>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.</del></p> <p>D. <del>Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment change shall not occur.</del></p> <p><u><b>PGCPs Response 4/1/2025</b></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</p>	

~~or during the successive school year~~ unless unforeseen circumstances cause the principal/supervisor to make such changes. **Reject except addition of supervisor.**

- C. When changes need to be made, notification setting forth the ~~specific~~ reasons for the change shall be promptly given to the Unit I member in writing ~~at the address on file in the school~~ and by email sent to their PGCPS email address. ~~At the request of the Unit I member a meeting will be held between the principal/supervisor and the Unit I member to discuss the change, provide accommodation and to discuss the time that will be provided to prepare for the new assignment. The Unit member will also be provided with the option of an administrative transfer.~~ **Counter – accept as revised.**
- D. ~~Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment change shall not occur.~~  
**Reject**

**PGCEA Response 4/8/2025**

PGCEA did not respond to PGCPS 4/1/25 Responses

**PGCPS Response 4/22/2025**

Same as 4/1/25

**PGCEA Response 4/29/2025**

7 B. Hold to 3/25/25 Proposal

7 C. Hold to 3/25/25 Proposal

7 D. Hold to 3/25/25 Proposal

**PGCPS Response – 5/6/2025**

Reject 7.B, C, & D

**PGCEA Response 5/20/2025**

7 B. Hold to 3/25/25 Proposal

7 C. Hold to 3/25/25 Proposal

7 D. Hold to 3/25/25 Proposal

**PGCEA Counter Proposal 6/3/2025**

- B. Unit I members will be provided tentative assignments in writing by the principal/supervisor for the following school term on or before the last duty day for ten-month employees. Such assignments may not be changed after the last duty day ~~or during the successive school year~~ unless unforeseen circumstances cause the principal/supervisor to make such changes.
- C. When changes need to be made, notification setting forth the ~~specific~~ reasons for the change shall be promptly given to the Unit I member in writing at the address on file in the school and by email sent to their PGCPS email address. ~~At the request of the Unit I member a meeting will be held between the principal/supervisor and the Unit I member to discuss the change, provide accommodation and to discuss the time that will be provided to prepare for the new assignment. The Unit~~

	<p><del>member will also be provided with the option of an administrative transfer.</del></p> <p>D. <del>Should the principal/supervisor not follow the requirements in Article 7 B. and C. the assignment change shall not occur</del></p>	
<p><b>Article 12 RIGHTS AND PRIVILEGES OF UNIT I MEMBERS</b></p>	<p><b><u>PGCEA Proposal 3/25/2025</u></b></p> <p>D. Academic Freedom</p> <p>5. Student grade changes will be handled in accordance with administrative procedures. In cases where teachers do not agree with a grade change, they shall not be required to initiate or sign off on the change. It is understood that school administration can change a grade without the agreement of the teacher.</p> <p>6. Recognizing the equal importance of all content areas (including but not limited to creative arts, career &amp; 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><b><u>PGCPS Response 4/1/2025</u></b></p> <p>D. Academic Freedom</p> <p>5. Student grade changes will be handled in accordance with administrative procedures. <del>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.</del></p> <p>6. <del>Recognizing the equal importance of all content areas (including but not limited to creative arts, career &amp; 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.</del></p> <p>Reject. Maintain current language</p> <p><b><u>PGCEA Response 4/8/2025</u></b></p> <p><b><u>PGCPS Response 4/22/25</u></b> Same as 4/1/25</p> <p><b><u>PGCEA Response 4/29/25</u></b> Hold to 3/25/25 Proposal</p> <p><b><u>PGCPS Response – 5/6/25</u></b> Reject 12.D –Maintain current language</p> <p><b><u>PGCEA Response 5/20/25</u></b> D 5. – Hold to 3/25/25 proposal</p>	

	<p>D 6. – Withdraw proposal</p> <p><u><b>PGCPS Response 5/20/25</b></u> Reject: Maintain current contract language.</p> <p>5. PGCPS maintains its position in reference to <u>Administrative Procedure 5116</u> 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><u><b>PGCEA Response 5/27/25</b></u> D. 5. Withdraw proposal, maintain current language D. 6. Withdrawn on 5/20/25</p>	
<p><b>Article 23 EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT</b></p>	<p><u><b>PGCEA Proposal 3/25/2025</b></u> <b>23.14 Elected Faculty Representatives on Improvement Planning Teams</b></p> <p>The FAC Chair or designee serving as the Unit I member representative on the school/worksite Improvement/Planning/School Planning Management/Leadership Team in accordance with Article 4, Section J, will receive a compensatory emolument of \$1,500.</p> <p><u><b>PGCPS Response 4/1/2025</b></u> <b>23.14 Elected Faculty Representatives on Improvement Planning Teams</b></p> <p><b>Hold. Economic Item.</b></p> <p><u><b>PGCEA Response 4/8/2025</b></u></p> <p><u><b>PGCPS Response 4/22/25</b></u> Same as 4/1/25</p> <p><u><b>PGCEA Response 4/29/25</b></u> Waiting for response from PGCPS</p> <p><u><b>PGCPS Response – 5/6/25</b></u> Reject 23.14</p> <p><u><b>PGCEA Response 5/20/25</b></u> Withdraw proposal</p>	
<p><b>Article 24 SCHOOL QUALITY AND IMPROVEMENT</b></p>	<p><u><b>PGCEA Proposal 3/25/2025</b></u> A. The Board of Education and PGCEA will conduct a review of instructional and support programs that strengthen the capacity of staff <b>to improve achievement and wellbeing</b>. This shall incorporate determining best practices and learning environments for our students, including exploring ways to incorporate a shared governance model <b>that allows for innovation in ways that engages school staff, students, parents, and the community. This shall be enacted</b></p>	

on September 1, 2025, and recommendations will be made to the Board of Education by March of 2026 for implementation in September of 2027.

- 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.

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.

#### PGCPs Response 4/1/2025

- 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

- 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 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.

**PGCPS Response – 5/6/25**

24.A – Hold to the 4/1/25 counter

24.C – Hold to the 4/22/25 counter

**PGCEA Response 5/20/25**

24 A. – TA on 4/1/25 PGCPS counter proposal

- 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.

**PGCPS Responses 5/20/2025**

Correction: TA on 24.A

**PGCEA Response 6/3/25**

Hold to 5/20/25 counterproposal