



## PGCEA/PGCPS Bargaining Tracker

### PGCEA Miscellaneous Proposals #2

Article	Proposal	Agreement
<b>Article 4</b> <b>PGCEA RIGHTS</b> <b>OF</b> <b>REPRESENTATIVE</b> <b>RECOGNITION</b>	<p><u><b>PGCEA Proposal 4/8/25</b></u></p> <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 school year. Exceptions to this provision shall be a ten (10) day maximum for the elected <b>vice president and</b> 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><b>PGCPS Response – 5/6/25</b></u></p> <p>TA</p>	
<b>Article 6</b> <b>WORK YEAR</b> <b>/WORKDAY</b>	<p><u><b>PGCEA Proposal 4/8/25</b></u></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><b>PGCPS Response – 5/6/25</b></u></p> <p>Reject</p> <p><u><b>PGCEA Response 5/27/26</b></u></p> <p>6.2 WORKDAY</p> <p>N. Unit 1 members facilitating afterschool concerts, other musical or dramatic performances, or arts programs, <del>and other school-wide events</del> not already compensated through an emolument shall receive a stipend of \$150 per event.</p>	

<p style="text-align: center;"><b>Article 9</b>  <b>TEACHER UNIT I</b>  <b>MEMBER</b>  <b>EVALUATION AND</b>  <b>RATING</b></p>	<p><b><u>PGCEA Proposal 4/8/25</u></b></p> <p>E. Formal <del>classroom</del> 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. <b>Proof of certification will be available to the Unit I member upon request.</b></p> <p><b>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.</b></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 <del>Educator</del> <b>Evaluation</b> 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><b>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.</b></p> <p><b><u>PGCPs Response – 5/6/25</u></b>  Reject 9.E.7 &amp; 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><b><u>PGCEA Response 5/27/25</u></b>  9 E. 7. &amp; 16. Hold to 4/8/25 proposal  9 M. Seek clarification</p>	
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	<p><b><u>PGCEA Response June 3, 2025</u></b>  E 7., withdraw proposal, maintain current language  E 16., Hold to 4/8/25 proposal</p>	
<p><b>Article 14  EDUCATOR  FACILITIES,  EQUIPMENT, AND  SUPPLIES</b></p>	<p><b><u>PGCEA Proposal 4/8/25</u></b>  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.  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><b><u>PGCPS Response – 5/6/25</u></b>  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><b><u>PGEA Response 5/27/25</u></b>  Counter proposal based on their response.</p> <p>The offices of Student Services and Special Education Support Programs and Related Services, in collaboration with team members on the related services workgroup serving on the Special Education and Student Support Services Committee, will survey all clinicians by the end of the first week of September to gather additional information about clinician workspace. Following completion of the survey, the collaborative group will determine features of an appropriate clinical workspace and a remediation plan to be enacted by October 1.</p>	
<p><b>Article 21  FRINGE  BENEFITS</b></p>	<p><b><u>PGCEA Proposal 4/8/25</u></b>  21.11 MILEAGE FOR OFFICIAL SCHOOL BUSINESS</p> <p>C. Central/Area Office Unit I Members</p>	

	<p>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>D. 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> 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.</p> <p><u>PGCEA Response 5/27/25</u> D. 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 <del>worksite/school</del> PGCPS administrative building <del>within their coverage area</del> for the purposes of mileage calculation. The <del>worksite</del> administrative building shall be determined by August 1 of each school year.</p>	
<p><b>Article 23 EMPLOYMENT IN ADDITION TO REGULAR ASSIGNMENT</b></p>	<p><u>PGCEA Proposal 4/8/25</u> 23.10 <del>OFFICE OF HOME AND HOSPITAL TEACHERS</del> <b>TEACHING</b></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"> <li>1. Unit – The body of certificated professional employees, and home and hospital teachers (HHT) <b>and home and hospital case managers (HHCM)</b> employed by the Board.</li> <li>2. Negotiations Law Sections 6-401(d), 6-407(c), and 6-408 of the Annotated Code of Maryland – Education Article.</li> <li>3. Home and hospital teacher (HHT) – a teacher employed to provide instructional services to a public-school</li> </ol>	

	<p>student who is unable to function effectively in the classroom setting due to the student’s medical, physical, or emotional condition.</p> <ol style="list-style-type: none"> <li>4. Home and hospital case manager (HHCM) – a Unit I member responsible for the coordination and facilitation of medically fragile and homebound students.</li> <li>5. Board – The Board of Education of Prince George’s County.</li> <li>6. PGCPS – Prince George’s County Public Schools.</li> </ol> <p>C. HHT/HHCM Joint Committee</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ol> <p>D. Professional Development</p> <ol style="list-style-type: none"> <li>1. Home and hospital teachers may participate in professional development courses and other professional development activities on a space-available basis.</li> <li>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.</li> </ol> <p>E. Working Conditions</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. HHCMs <ol style="list-style-type: none"> <li>a. Standard hours shall align with school hours to support student needs and school teams while ensuring coverage for central office operations.</li> <li>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.</li> </ol> </li> </ol>	
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- 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.

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.

**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.

**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 30<sup>th</sup> 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.

**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.

**PGCPS Response – 5/6/25**

Reject 23.10 – PGCPS reject 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.

Reject 23.11 - Not willing to negotiate the creation of positions

**PGCEA Response 5/27/25**

Hold to 4/8/25 response.

**PGCEA Response 6/3/25**

**23.12 ~~OFFICE OF~~ HOME AND HOSPITAL TEACHERS  
~~TEACHING~~**

**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



	<p>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"> <li>7. Unit – The body of certificated professional employees, and home and hospital teachers (HHT) <del>and home and hospital case managers (HHCM)</del> employed by the Board.</li> <li>8. Negotiations Law Sections 6-401(d), 6-407(c), and 6-408 of the Annotated Code of Maryland – Education Article.</li> <li>9. 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.</li> <li>10. <del>Home and hospital case manager (HHCM) – a Unit I member responsible for the coordination and facilitation of medically fragile and homebound students.</del></li> <li>11. Board – The Board of Education of Prince George’s County.</li> <li>12. PGCPS – Prince George’s County Public Schools.</li> </ol> <p>C. <del>HHT/HHCM</del> Joint Committee</p> <ol style="list-style-type: none"> <li>4. The Board of Education and PGCEA Home and Hospital Teachers (HHTs) <del>and Home and Hospital Case Workers (HHCMs)</del> 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 <del>the</del> home and hospital teaching <del>program</del> in a timely manner and promote collaboration between HHT/<del>HHCMs</del> and the Board of Education.</li> <li>5. 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, <del>at least one of whom will be a case manager/program specialist</del> and three appointed by the Board.</li> <li>6. HHT representatives on the Joint Committee will be compensated for <del>a minimum</del> of two (2) hours <del>at their hourly per diem rate</del> for each meeting of the committee.</li> </ol> <p>D. Professional Development</p> <ol style="list-style-type: none"> <li>3. Home and hospital teachers may participate in professional development courses and other professional development activities on a space-available basis.</li> <li><del>4. 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.</del></li> </ol> <p>E. Working Conditions</p>	
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3. PGCPs will provide home and hospital teachers ~~and ease 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.

4. ~~HHCMs~~

- ~~d. Standard hours shall align with school hours to support student needs and school teams while ensuring coverage for central office operations.~~
- ~~e. 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.~~
- ~~f. 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

- 6. 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.
- 7. **Unit I members serving a second assignment as a Home and Hospital Teacher shall be compensated at their hourly per diem rate.**
- 8. 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.~~
- 9. ~~HHTs will be compensated for one additional hour when an assignment carries over the end of a semester.~~
- 10. ~~HHTs will be compensated for the full amount when the teacher arrives and the student is not available at the teaching site.~~
- 9. ~~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.~~
- 10. ~~HHCMs shall be 11-month employees and be placed on Lane A of the PGCPs Differential Pay Schedule.~~  
**Moved to correct part of contract as noted below**

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

- 7. Unified membership dues
- 8. PGCEA Foundation
- 9. Educational Systems Federal Credit Union
- 10. Tax sheltered annuities (including mutual funds)
- 11. PGCEA Fund for Children & Public Education (PAC)
- 12. PGCEA-sponsored voluntary benefits

	<p>H. Supplement The following Articles or portions of Articles shall apply to HHTs <del>and HHCMs</del> except as modified by Memorandum.</p> <p>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</p>	
<p><b>Article 6.1 WORK YEAR</b></p>	<p><u><b>PGCEA Response 6/3/25</b></u></p> <p>A. Unit I members employed for ten months may be scheduled to work 192 days in the school year.</p> <p><b>13. Home and Hospital Case Managers shall be 11-month employees and be placed on Lane A of the PGCPD Differential Pay Schedule.</b></p>	