

Executive Summary

MCEA/BOE Contract Negotiations

February 1998

The tentative settlement between MCEA and the Board of Education is a transformative labor agreement. It is premised on three fundamental changes:

- integration of continuous quality improvement principles into the operation of all schools and MCPS as a whole.
- a new, collaborative partnership between the union and the administration focused on improving the quality of teaching and learning.
- commitment by MCEA to support and realize the goals and vision of the school system's *Success for Every Student* strategic plan.

Continuous Quality Improvement

- Within three years, new "Quality Management Councils" will be created in all schools. These councils will have decision-making authority over the instructional program, professional development, staffing, and local budget decisions.
- Specific language is added stating that parental involvement in local school decision-making is essential.
- MCEA and the administration will jointly develop and implement new training for all local school Quality Management Councils.
- New *Standards for Effective School Environments* are established to provide uniform benchmarks for the operation of Quality Management Councils, including sections on family involvement.

Professional Development

- MCEA and the Board agree to pursue the creation of an independent professional development institute in partnership with the private sector and local universities.
- The contract unifies the currently disparate professional development programs throughout the school system, under a new "Professional Development Coordinating Council, in order to better align all training activities with school system goals and teacher needs.

- The parties agree to work together to design a Peer Assistance, Review, and Evaluation (PARE) Program to improve the evaluation system and the ability to help at-risk teachers. A model will be presented back to the Board of Education and MCEA for consideration.

Student Discipline and School Climate

- Local schools are charged with developing proactive and early interventions with inappropriate student behavior, including the promotion of in-school alternative programs.
- Joint Work Groups are established: to redesign the role of psychologists, pupil personnel workers and, and to determine how best to expand existing alternative programs and/or create new ones to meet the needs of chronically disruptive students.

Compensation and Health Insurance

- A delayed implementation (11/1/98) of a 2% across-the-board salary increase, plus \$500 for teachers with advanced training and education.
- The indemnity health plan is closed down, effective 1/1/99. A new, managed care, point-of-service plan is created in its place.
- Supplemental health plans are unbundled, allowing participants to select health, dental, vision, and drug coverage independently of each other -- providing greater flexibility to plan participants and reducing costs.

Human Resource Management

- The transfer process is redesigned and simplified, enabling earlier placement of transfers and therefore the earlier recruitment of new hires. A system of "free agency" replaces the more bureaucratic transfer procedures.
- Multiple steps are taken to address the current shortage of substitute teachers