

**MCEA & MCPS have agreed to the following language and it is not subject to further negotiation:**

**Wages & Benefits - Outcome at Joint Economics Table**

- Term of Agreement is July 1, 2017 – June 30, 2020
- 1% General Wage Increase over 16-17 Actual Salary Schedule effective July 1, 2017.
- All eligible unit members will receive one step increase on July 1, 2017.
- During first and second year of the agreement, negotiations will reopen on salary scales, as well as continuation of negotiations for “make-up steps.”
- Health Insurance Premium Employee Cost Sharing in Article 22, Section B, 3A will remain unchanged through the term of this agreement.
- To provide money for other contract financial items included in this agreement, effective January 1, 2018, some benefit changes will take place:
  - Increases to some co-pays: ER \$50, Specialty office visits \$5, Rx \$5
  - FSA match eliminated.
- New coverage for previously excluded dental implants (also effective Jan 1, 2018).

**Article 5: Grievance Procedure**

- To ensure consistency with the negotiated agreement, MCEA will be notified and/or provided the right to be present any time an adjustment is made to a grievance at the informal level.
- Grievance procedure must be initiated and owned by MCEA starting at Level 1.

**Article 6: Collaboration**

- Creates the Joint Professional Learning Committee (JPLC) replacing the “Professional Learning Cross-functional Team.” JPLC will help shape a system-wide vision for on-going & future professional learning, discuss and monitor adult learning in MCPS, and make recommendations to the superintendent to enhance instruction, and improve attraction and retention of a talented workforce.
- Parties are committed to using annual surveys. (e.g. climate surveys)
- All formal staff surveys administered by CTLs will be developed, and results will be reviewed, jointly with MCPS.
- MCPS and MCEA shall engage in discussion about any ESSA implementation matters that impact our working conditions.
- In the event existing structures intended to resolve climate issues are not successful at resolving a specific situation, MCEA and MCPS shall meet to create a specific plan to address and resolve the situation.
- The parties agree to examine and make recommendations as to how to best recruit and retain highly qualified teachers at high need schools. The Board commits \$1.7 million for the purpose of piloting the recommendations agreed to by the parties. If the parties cannot agree on recommendations for a pilot, MCEA and MCPS will meet to negotiate how the money could be used to support high need schools.

**Article 8: School Quality & Improvement**

- School leadership teams will be engaged in decision-making about scheduling that affects the whole school.
- Roles such as facilitator, agenda setter, note-taker, etc. should be rotated in order to build and share leadership on leadership teams.
- Interested staff can observe ILT meetings.
- Expectations and parameters outlined for teams, departments, and committees should be collaboratively established between teams and school leadership.
- Teams, departments, and committees can determine how (e.g., agendas, templates, etc.), when, and where the work will be accomplished.
- Each school shall have a school Triad Team that regularly works together to enhance the collaborative processes and collaborative decision-making at the school.

**Article 9: Student Discipline & Behavior Management**

- When appropriate, discipline policy development will include the engagement of all stakeholders, such as parents and students.
- There should be consistent use of the Code of Conduct and programs such as restorative practices, in order to help maintain a safe, secure, and effective school environment for learning.
- Any change to a student’s behavior management plan will be communicated to all impacted teachers.

**Article 10: Physical Environments**

- Every effort will be made to provide members with a quiet, private work area for planning and other related duties.

**Article 13: Instructional Materials & Supplies**

- Unit members cannot be required to spend personal funds for classroom materials/supplies.

**Article 16: Schedules & Work Load**

- Part-time educators will not be required to attend meetings on non-work days, or for more than one hour before or after their duty day.
- Teams, departments and committees and their administrators will establish team meeting schedules.
- Teams will decide who attends team meetings.
- Special Educators can request up to an additional half-day during pre-service week for preparation for their caseload.
- Maryland Meals for Achievement is not considered breakfast duty. However, it cannot infringe on a unit member’s planning time.
- The leadership team will determine a dismissal plan, before the beginning of the school year, if an identified central holding location is not available.
- For scheduled long-term leave, educators will not be required to provide more than one week of lesson plans. In an emergency, emergency sub plans are sufficient.
- During all stages of development and implementation of school system initiatives, there should be opportunities for unit members participation in the decision-making process.
- Every reasonable effort will be made to reduce paperwork for Special Educators and ESOL educators.

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<p style="text-align: center;"><b><u>Article 17: Staffing</u></b></p> <ul style="list-style-type: none"> <li>Media specialists who provide instruction are to be provided a substitute when on leave.</li> </ul> <p style="text-align: center;"><b><u>Article 19: Salaries &amp; Supplements</u></b></p> <ul style="list-style-type: none"> <li>Staff will be notified of leadership opportunities available at their workplace.</li> </ul> <p style="text-align: center;"><b><u>Article 20: Extracurricular Stipends</u></b></p> <ul style="list-style-type: none"> <li>Stipend rate increasing from \$14.50 to \$15.00.</li> </ul> <p style="text-align: center;"><b><u>Article 21: Other Compensation</u></b></p> <ul style="list-style-type: none"> <li>Up to six (6) hours of compensation at the Tier Two rate of pay will be provided for unit members (.5 FTE and above) moving schools. Entire assignment must change. Applies to voluntary and involuntary moves.</li> </ul>	<p style="text-align: center;"><b>SUBSTITUTE TEACHERS' CONTRACT</b></p> <p style="text-align: center;"><b><u>Article 4: Professional Development</u></b></p> <ul style="list-style-type: none"> <li>Will be compensated for required trainings at short-term hourly rate.</li> <li>Annual Training Day language reinstated.</li> </ul> <p style="text-align: center;"><b><u>Article 6: Working Conditions/Due Process</u></b></p> <ul style="list-style-type: none"> <li>Freedom of access during a sub assignment – Subs will be provided access to classroom, lounge, workrooms, restrooms, and interior hallway gates</li> <li>Subs cannot be disciplined (removal from sub lists) without proper cause.</li> </ul> <p style="text-align: center;"><b><u>Article 7: Salaries</u></b></p> <ul style="list-style-type: none"> <li>1% increase for all rates.</li> <li>Substitute teachers will be paid on the payday two weeks following the end of the pay period.</li> </ul>
<p style="text-align: center;"><b><u>Article 24: Voluntary Transfers</u></b></p> <ul style="list-style-type: none"> <li>Open Job Fairs will be held in the second semester of each year.</li> </ul> <p style="text-align: center;"><b><u>Article 27: Twelve-Month Positions</u></b></p> <ul style="list-style-type: none"> <li>12-month employees can attend to personal business (short durations) without using leave for absences from their work site.</li> </ul> <p style="text-align: center;"><b><u>Article 30: Leaves</u></b></p> <ul style="list-style-type: none"> <li>Creation of a contributory family leave bank to provide paid time off for the care of family members with serious illnesses, with MCPS seeding the first 200 days to the fund.</li> <li>Increased flexibility for teleworking for 12 month employees during emergency closings of schools.</li> <li>The Board agrees to provide 2 days of paid leave to the mother for the birth of a child.</li> </ul>	<p style="text-align: center;"><b>HOME AND HOSPITAL TEACHERS' CONTRACT</b></p> <p style="text-align: center;"><b><u>Article 2: Definitions</u></b></p> <ul style="list-style-type: none"> <li>HHT defined as a teacher employed temporarily and/or sporadically in the Dept. of Interim Instructional Services to provide instructional services.</li> </ul> <p style="text-align: center;"><b><u>Article 3: Collaboration</u></b></p> <ul style="list-style-type: none"> <li>“Department of Alternative Programs” replaced with “Department of Interim Instructional Services”.</li> <li>Section removed dealing with a study of possibility of a tiered salary structure, bookkeeping improvements, etc.</li> </ul> <p style="text-align: center;"><b><u>Article 4: Professional Development</u></b></p> <ul style="list-style-type: none"> <li>Will be compensated for required trainings at regular hourly rate.</li> </ul> <p style="text-align: center;"><b><u>Article 5: Working Conditions</u></b></p> <ul style="list-style-type: none"> <li>Joint recognition of importance of interaction and communication of HHT and classroom teacher and recognizing the current practices/communication norms.</li> </ul> <p style="text-align: center;"><b><u>Article 6: Compensation</u></b></p> <ul style="list-style-type: none"> <li>1% raise.</li> <li>Bonus for HHT-Work for 315 hours, \$450 bonus. Work 175 hours, \$250. Done by semester.</li> </ul>

**Unresolved Issues – Still Subject to Negotiations**

Issue	MCEA Proposal	MCPS Response
<p><b><u>Planning Time</u></b> Article 16: Schedules &amp; Work Load</p>	<p><b>Section C.</b></p> <ul style="list-style-type: none"> <li>Maximum time for meetings after school reduced from 3 hours to 2 hours per month.</li> </ul>	<ul style="list-style-type: none"> <li>Willing to move to 2.5 hours.</li> </ul>
<p><b><u>Planning Time</u></b> Article 16: Schedules &amp; Work Load</p>	<p><b>Section D. Elementary School Schedules</b></p> <ul style="list-style-type: none"> <li>Increase individually managed planning time to 4 hours and 30 minutes during a regular workweek.</li> </ul> <p><b>Section F. Secondary School Schedules</b></p> <ul style="list-style-type: none"> <li>Increase individually managed planning time to a minimum of 60 percent of the total non-instructional time during a typical week.</li> </ul>	<ul style="list-style-type: none"> <li>“The parties agree to jointly commission a study of individual and collaborative planning time that will inform future practices in MCPS. The study will examine approaches to planning across the county state, nation, and world to yield best practices in innovative models of school scheduling that result in maximum planning time in service of increased student achievement.” (\$75,000 will be allocated to support this study.)</li> </ul>