

## MCEA/BOE Contract Negotiations

# Summary of Proposed Settlement

**TERM:** 3 years. July 1, 2007 – June 30, 2010.

### COMPENSATION:

▸ **Salary Increases:**

	<b>7/1/07</b>	<b>7/1/08</b>	<b>7/1/09</b>
10 & 12 month Educators	4.8%	5.0%	5.3%
Certificated Substitute Teachers and Home & Hospital Teachers	6.8%	7.0%	7.3%
Non-Certificated Substitute Teachers and Home & Hospital Teachers	4.4%	4.6%	4.9%

- **Extracurricular Stipend Rate:** an increase of 50¢/hour (to \$14.50/hr.) effective 7/1/09
- **Outdoor Ed Stipend Rate:** an increase from \$73/night to \$100/night effective 7/1/08
- **Sick Leave Cash-out:** elimination of the “30yrs in MCPS -30% cash-out, and replacement with a “notify by April 1 (of 7/1 retirement or resignation) – 30% cash-out. Otherwise, current 25% cash-out continues. This will be effective in 2008.

### HEALTH INSURANCE:

- **Premium Cost-Sharing Formulas:** preservation of all current premium cost sharing formulas for the term of the contract
- **Plan Design Options:** preservation of all current plan design options for the term of the contract
- **Expanding Plan Choices:** Agreement to re-bid the Point of Service Plans (UHC) with the intent of offering two competing vendors of the standard option POS plan (ie. providing all employees with at least two POS plan options) beginning with the 1/1/08 plan year
- **Vision Plan:** Expand coverage to allow the use of the existing annual reimbursement levels towards the cost of prescription contact lenses, as well as towards glasses and frames
- **Flexible Spending Account Debit Cards:** The Joint Employee Benefits Committee (JEBC) will pursue implementation of debit cards as part of the Flexible Spending Account program

- ▶ **Diabetic Supplies:** The JEBC will also investigate whether changes in plan design and coverage for diabetic supplies could improve health outcomes and increase plan savings

## **TIME & WORKLOAD:**

- ▶ **Elementary Planning Time:** amend Article 16 Section D to -
  - Effective 7/1/07 - Increase the minimum total planning time per week within the teacher day from 5 hours to 7 hours
  - Effective 7/1/07 - Increase the minimum total planning time per week within the student day from 4 hrs. 5 minutes to 4 hrs. 15 minutes
  - Add language that says “*elementary teams and their administrators will collaboratively determine the meeting schedule for grade level teams before, during or after the student day and within the teacher day.*”
  - Add language that says “*classroom teachers, academic support teachers (exs. SDTs, reading specialists, etc) and the administration will collaboratively determine the meeting times for academic support of the classroom teacher, before, during or after the student day and within the teacher day.*”
  - Set aside \$900,000 in the third year of the contract (7/1/09) to increase minimum guaranteed ES planning time within the student day beyond the 4 hours and 15 minutes. MCPS and MCEA will jointly develop the plan
- ▶ **ES Art, Music, and Physical Education Staffing and Scheduling Guidelines** – The parties agree to jointly re-examine the current ES art, music and PE staffing and scheduling guidelines and to report back to the Labor Management Collaboration Committee by June 2007
- ▶ **Time for Re-teaching and Re-assessing:** Add language to Article 16 Section F to specify that “*each secondary school’s leadership team shall develop a plan to address when re-teaching and re-assessing can occur*”
- ▶ **CAP Program Evaluation:** Under the direction of the Joint Senior Staff/Association Leaders Committee, MCPS will research the effectiveness of the CAP process; including gathering data on different implementation models in schools and recommendations on how to improve the efficient use of time; including simplifying the process, reducing paperwork, putting paperwork online and connecting it to the data warehouse, providing clerical support, and providing an expedited process for students when appropriate
- ▶ **Equity for Part-time Secondary Classroom Teachers:** Amend the contract to provide that (based upon a fulltime 5 course load), secondary classroom teacher allocations will be made based upon the number of courses taught. I.e., 1 class – at least .2, 2 classes – at least .4, 3 classes – at least .6, and 4 classes – at least .8. Effective 7/1/07

- ▶ **New Procedures for Changing the Structure of the School Day:** Amend Article 16 Section E to provide that:
  - 58% of the faculty can petition to initiate a formal review of the structure of their student day
  - Recommendations to change will be made by a majority vote of a multi-stakeholder group and the leadership team
  - Disputes over schedule changes will be referred to the Joint Senior Staff/Association Leaders Committee for resolution
  
- ▶ **Stipends for Gradebook Advisors and Edline Superusers:** amend Article 20 to provide:
  - Effective 7/1/07 – a stipend of \$750/year for Edline Superusers
  - Effective 7/1/07 – a stipend of \$750 for Gradebook Advisors in the first year of local school implementation, and \$500/year thereafter
  - Retroactive payment for 06/07: A retroactive stipend of \$750 for all Gradebook Advisors and Edline Superusers for the 2006-2007 school year
  
- ▶ **Summer Days for Reading Specialists:** RSs currently have no guaranteed summer supplemental employment days. Amend Article 16 to add days in steps: effective 7/1/07 - 5 SSE days, effective 7/1/08 an increase to 6 days, effective 7/1/09 – an increase to 8 days
  
- ▶ **Summer Days for Media Specialists:** Effective 7/1/08 – 2 days of supplemental summer employment for media specialists in the years their schools are going through tech modernization.
  
- ▶ **Definition of a Secondary Prep:** Agreement that for purposes of Art. 16 Section F3 (“will strive to assign no more than 3 preps”) – that different preps, as defined by different four digit course codes (ex. AP, on-level, honors) taught at different times, constitute different preps
  
- ▶ **Ongoing Process for Resolving Assessment Program Problems:** Creation of a new joint committee for discussion and problem-solving on time and workload issues related to data collection, testing, assessments, and data analysis (ex. MS testing schedules, mClass test administration in K-2, HSAs, testing coordinator responsibilities)
  
- ▶ **Sub Coverage for Media Specialists:** Agreement to clarify that when substitutes are provided for media specialists (Art. 16 Sec. O5), local schools are not charged for the cost of the sub
  
- ▶ **Scheduling of IEP/EMT/ and building level CAP meetings:** Amend Art. 16 (Sec.D4) to include building level CAP meetings to the language saying that effort will be made to avoid scheduling IEP and EMT meetings during planning time; and to extend this language to secondary schools as well as elementary schools
  
- ▶ **Outdoor Ed Coordinator Stipend:** Effective 7/1/08 – establish a new stipend of up to 40 hrs/school for the 6<sup>th</sup> grade team member who coordinates the outdoor education trip (08/09 - \$560)

## CAREERS IN TEACHING & EDUCATION:

- ▶ **New Teacher Courses:** Eliminate the MCPS CPD course fees for the new teacher course series (NTT01, NTT02, NTT03)
- ▶ **New Paths for Career Development:** the new MCEA/MCPS Career Lattice establishes a “Lead Teacher Status” for experienced teachers who have their Advanced Professional Certification, have taken the Studying Skillful Teaching (or OAT) coursework, and who complete a new, jointly designed, ‘Lead Teacher Assessment Process’
  - ▶ Lead Teacher Status will be the pathway to an array of leadership positions within MCPS. Effective 7/1/09, Lead Teachers will be eligible for selection for specific teacher leadership job opportunities within MCPS, including: Resource Teachers, Staff Development Teachers, Instructional Specialists, Staff Development Specialists, Consulting Teachers, Academy Coordinators, Content Specialists, Literacy Coaches, and Algebra Lead Teachers
  - ▶ Lead Teachers who teach in, or transfer to, high need schools will be able to develop (in conjunction with the principal and leadership team) - and lead - school improvement projects. Each Lead Teacher will be eligible for \$1,000 to \$3,000 in supplemental school improvement funds to support these projects
  - ▶ A Joint Career Lattice Panel will finalize design of the lead teacher assessment process during 07/08. Applications for Lead Teacher Status will open in 08/09
  - ▶ A new joint task force will review the Instructional Specialist position to explore re-establishing a number of rotating Instructional Specialist positions as future vacancies occur. [*The only current rotating positions are Consulting Teachers (3 yrs.)*]
  - ▶ A second phase will consider development of a career lattice plan for other unit members
- ▶ **New Compensation for Career Opportunities** – Effective 7/1/09, Lead Teachers who serve in teacher leadership positions identified as part of the Career Lattice, will receive a Lead Teacher supplement of \$2,000, in addition to whatever supplements exist for the specific position (Article 19B)
- ▶ **Support for NBPTS Candidates:** Amend Article 14 (D3a) to provide that the tuition reimbursement program will reimburse the cost of NBPTS “Take One” fees (which allow prospective candidates to take a single NBPTS module before deciding to pursue full NBPTS certification), certification renewal fees, and the fee for a successful retake of an NBPTS module
- ▶ **Support for Other National Certifications:** Effective 7/1/07, a new salary supplement of \$700/year for (non-NBPTS) national certifications held by speech pathologists, occupational therapists, physical therapists, counselors and psychologists. Effective 7/1/09, the supplement increases to \$1,500/year. (Article 19B)

- ▶ **Incentives for Certificated Substitutes & HHTs:** Create new, higher, pay scales for certificated substitutes and home and hospital teachers

## **PROFESSIONAL DEVELOPMENT:**

- ▶ **CPD Course Fees** - Effective 7/1/07, replace the current, flat \$50 fee for all MCPS CPD courses with a graduated rate scale based on the number of course credits: 1 credit course - \$35, 2 credit course - \$45, 3 credit course - \$55
- ▶ **Mentor Stipends** – Provide a higher stipend rate for mentors who have completed the MCPS mentor training course. Effective 7/1/08 their stipend will increase from \$600 to \$700. Effective 7/1/09 it will increase further to \$800. Non trained mentors continue to receive the \$600 stipend. (Article 19B11)
- ▶ **Tuition Reimbursement** – In conjunction with the two other employee organizations, MCEA and MCPS will work to modify the current TR procedures to: 1) allow for reimbursement of continuing education courses offered in fractional units (ie. in units of less than 15 clock hours), and 2) allow for reimbursement of 18 credits over 2 years (rather than just 9 credits per year) in approved MCPS/university partnership programs)
- ▶ **Elementary Art, Music & Physical Education Teachers** – Agreement that MCPS and MCEA will jointly schedule and design professional development meetings for elementary art, music and physical education teachers
- ▶ **Non-school Based MCEA Educators** – Creation of a joint work group to make recommendations for expanding professional development support for non-school based MCEA unit members (ex. instructional specialists, speech pathologists, etc.)
- ▶ **CPD Course Trainer Stipends** – Effective 7/1/09 – all unit members eligible for additional compensation for working as teacher trainers shall be paid at their hourly rate. (currently limited only to work as summer trainers) (Article 21A)

## **LEADERSHIP:**

- ▶ **MS Reform** – Define the teacher leadership roles in the new middle school model;
  - ▶ Phased in; 5 schools next year
  - ▶ Eliminates the “Interdisciplinary Resource Teacher” position
  - ▶ Splits the responsibilities into MS Content Specialist positions and MS Team Leader positions

- Content Specialists retain the current ‘department head’ responsibilities, along with the current IRT salary supplements, 20 days of supplemental summer employment, and a minimum of one release period
- MS Team Leaders will get one release period, 10 days of supplemental summer employment, and a supplement of \$1,500
- **ESOL Team Leaders** - Effective 7/1/08, creation of ESOL Team Leader positions in elementary and middle schools with more than 3 ESOL teachers (Articles 19B5 and 16H)
- **Infants & Toddlers Team Leaders** – Effective 7/1/08, creation of Team Leader position supplements in the MC Infants & Toddlers Program (Articles 19B5)
- **Non-School Based Collaboration Committees** – New contract language provides the basis for establishing joint collaboration committees in non-school based work locations for ongoing problem-solving and to increase staff involvement in decision-making

## **TRANSFERS:**

- **Voluntary Transfer Calendar** – The transfer calendar is shifted earlier in the year. Job Fairs will be held by April 15<sup>th</sup>. The first voluntary transfer window will continue for 5 weeks, then be suspended. Remaining involuntary and priority placements will be completed by June 6. The second voluntary transfer window will then re-open and remain open for 6 weeks, and will close on July 20<sup>th</sup>. This both moves the calendar up, and adds two weeks to the second voluntary transfer window. (Articles 24 and 25)
- **Involuntary Transfers** – Amend Article 25 to allow teachers in split location assignments to designate a preference for retaining (or giving up) their base school assignment when they are involuntarily transferred out of the other part of their assignment
- **Involuntary Transfers in Elementary Schools** – Amend Article 25 to eliminate the treatment of Kindergarten (and pre-K) as a ‘separate unit’ from the rest of the school when it is necessary to identify the ‘least senior’ faculty member for involuntary transfers. Seniority lists in elementary schools, for involuntary transfer purposes, will be based upon area of certification

## **LEAVES OF ABSENCE:**

- **Sick Leave Accrual During SSE Days** – Amend Article 30 to provide that 10-month unit members with extended work years of 5 days or more beyond the regular 10-month work year, will earn additional sick leave on a pro-rated basis for their extended year employment (ex. media specialists, resources teachers, counselors, staff development teachers, athletic directors, consulting teachers)
- **Expand the Definition of “Immediate Family”** – for purposes of sick leave and bereavement leave (2 days), to include individuals for whom the employee has medical or personal representative power of attorney. (Article 30 A and K)

- ▶ **MCITP & DESC: Use of Leave** – Due to the fixed extended annual work calendars in the Infants & Toddlers Program and in DESC, amend Article 16 Section H to note that for unit members in these programs “all leave provisions will be applied throughout the year”
- ▶ **Return from Leave – End of School Year.** Amend Article 30 Section B2 to provide that if a 10-month employee is scheduled to return from leave during the last three weeks of the school year, and is not placed back in his/her position due to continuity of instruction concerns (when allowed under FMLA), he/she will have the option of working as a substitute teacher at his/her regular rate of pay. This option will not diminish his/her right to return to his/her prior position at the beginning of the subsequent school year
- ▶ **Long-term Leave – Notice of Intent.** Amend Article 30 Section B2e to provide that employees on long-term leave will be notified in early February of their obligation to notify MCPS by March 1 designating one of four options: 1) their intent to return to work the following fall, 2) their intent not to return to work and to resign/retire, 3) their intent not to return to work and to request extension of their leave, or 4) their desire to extend until April 1 official notice to MCPS of their intent

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### Substitute and Home & Hospital Salary Schedules

<i>Effective Date:</i>	Jan. 07	7/1/07	7/1/08	7/1/09
<b>Certificated:</b>				
Home&Hospital Tchrs.	\$25.35/hr.	\$27.07	\$28.97	\$31.08
Short-Term Subs	\$109.71/day	\$117.17	\$125.37	\$134.52
Staff Development Subs	\$128.63/day	\$137.38	\$146.99	\$157.72
Long-Term Subs	\$147.48/day	\$157.51	\$168.53	\$180.84
Long-Term Subs >45 Days in Single Assignment	\$162.23/day	\$173.26	\$185.39	\$198.92

<b>Non-Certificated:</b>				
Home&Hospital Tchrs.	\$25.35/hr.	\$26.47	\$27.68	\$29.04
Short-Term Subs	\$109.71/day	\$114.54	\$119.81	\$125.68
Staff Development Subs	\$128.63/day	\$134.29	\$140.47	\$147.35
Long-Term Subs	\$147.48/day	\$153.97	\$161.05	\$168.94
Long-Term Subs >45 Days in Single Assignment	\$162.23/day	\$169.37	\$177.16	\$185.84