

2015 HCEA Proposals to HCPSS

November 26, 2013

Article 2

Negotiation Procedures

NEW E

If, at the conclusion of negotiations, the initial TA cannot be fully implemented due to lack of funding from the county, and if the Board lacks sufficient surplus funds to implement the TA, then the parties agree to proceed in the following manner regarding both funding and language items:

(a) That during the contract period, any additional funds that are identified or available within the Board's budget, shall be used, to the extent possible, to fully fund the priorities identified herein below:

- i. (To be determined)
- ii. (To be determined)
- iii. (To be determined)

(b) That the following agreed upon language shall, without further negotiations, be included as part of the Agreement, effective July 1, 2014:

- i. This may include changes in the health care premium split or plan design
- ii. The work year shall be ____ days (reduce it).

Article 11

Limit of Duties

~~I. Elementary School~~ Teachers will not be assigned lunch or recess duty. **This time will be given to teachers as additional individual planning time.**

Article 12

Personnel Employment

G. Personnel employed for work, which is an extension of normal teaching duties, beyond the normal school **day or** year, excluding summer school, shall be compensated on a prorated sum based on the salary normally received if such work and rate of compensation are not provided in this agreement.

Article 13

Reimbursement

B. Teachers earning graduate or undergraduate college credit or approved staff development courses taken for credit toward certification shall be reimbursed for tuition costs by the Board. The rate of reimbursement is up to \$300 per credit up to a maximum of **51 45** graduate credit hours, **with no limit per year** ~~with an annual limit of nine (9) credits~~, and a rate of up to **\$200** ~~\$155~~ per credit up to a maximum of 24 undergraduate credit hours while employed by the Board of Education of Howard County and if the course is in a Maryland State Department of Education certification area. ~~There is no annual limit for credits taken through a Board or Association sponsored cohort program, as designated by the Superintendent's designee.~~ Teachers may use unused undergraduate and graduate credit hours to renew teaching certificates.

Article 15

Sick and Bereavement Leave

B. A teacher shall be allowed five (5) consecutive work days (summer break not included) of absence from school without loss of salary on the death of a child, parent, brother, sister, husband, wife, same-sex domestic partner, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, stepchildren, brother-in-law, sister-in-law, grandparents of spouse, or of anyone who has lived regularly in the household of the teacher. ~~Two~~ **Three** consecutive days of bereavement leave will be allowed for the death of an aunt, uncle, niece, or nephew. One day of the allowable bereavement leave may be used within 90 work days of the relative's death to attend a memorial service. **A death that occurs within ten days before the first teacher work day will be considered during the school year and not the summer.**

New F. Sick Leave Separation Pay – At the time of his/her separation after five-years of HCPSS service, any unit member shall receive separation pay at her/his current salary rate for one fourth of this accumulated sick leave.

Article 16
Temporary Leaves of Absence

1. Personal leave

a. **Three (3)** ~~Two (2)~~ days of leave per year, with no loss of pay, shall be available to each teacher for personal leave.

New A. 4 Professional Growth Leave

A. Upon approval, teachers shall be granted a self-selected professional development day each year without loss of pay or personal leave to enhance their skills and qualifications, promote staff development, improve instruction or provide professional service to another district or to a state or national organization. By special request, additional days may be granted by the supervisor and will not be unreasonably denied.

Article 18
Working Hours and Workload

F.2 Elementary teachers...have preparation time during the student week of at least ~~three~~ **two hundred and twenty-five (325) minutes ~~two hundred fifty (250)~~, with at least **two hundred seventy-five (275)** ~~two hundred twenty (220)~~ of such time scheduled in blocks of not less than fifty-five (55) minutes."**

NEW F4 - 60% of the Program Implementation Period (PIP) time during a week shall be teacher directed and used for individual planning time, gathering resources, communicating with parents, and development of lessons.

New F.5 Three (3) hours of additional prep time shall be made available before interims.

K. Substitutes shall be provided for all classroom teachers (including media personnel and specialists) who attend professional conferences and activities, including in-service meetings and approved teacher visitations to other county schools. Teachers identified as teacher-in-charge or other approved chaperone for a pre-approved field trip **shall be provided with substitutes and will not use their own leave to attend that field trip.**

New Language 2nd paragraph in K

When related service providers are absent for more than one day, additional qualified personnel shall be assigned to assist in making up missed instruction/services for the students' required hours and to meet state and federal law requirements.

NEW N On Pre-Service Days unit members shall have at least 75% of the time (excluding any countywide professional days), scheduled prior to arrival of students each Fall during which time the unit member will be allowed to prepare his/her room and materials. No other meetings or duties shall be required of the unit member during that time.

New O Implementing New Curricula

1. Teachers who are expected to implement new curricula or techniques shall be given an opportunity to participate in a training activity concerning the new curricula within a reasonable period of time prior to the implementation of the curriculum.
2. Materials and texts necessary for the implementation of new curricula and techniques will be available to the teacher, within a reasonable period of time, prior to the time the teacher is expected to implement the curriculum.

**Article 20
Salary Scales**

Salary:

- **Increment + 5% COLA each year for 5 years**
- **Compression to Step 27**

Notes: Article 20, Salary Schedules – Teachers

- (4) Instructional Team Leaders shall receive a supplement of **\$3,000.** ~~\$2,500.~~
- (5) Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS) shall receive an annual supplement of **\$3,000** ~~\$2,000~~ each year their NBPTS certificate remains in good standing. The aforementioned supplement will be implemented at the beginning or the midpoint of the teacher's work year.
- (6) Speech and language pathologists **and Audiologists** who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA) shall receive an annual supplement of \$3,000.
- **NEW (10) Occupational Therapists, Physical Therapists, School Psychologists, and Counselors successfully completing their Board/National Certification shall receive an annual supplement of \$3,000 each year their certificate remains in good standing.**

Interscholastic Athletics Coaches'/Advisors' Stipends

- **10% increase to coaches/advisors scale**

Add to Activity Chart

Elementary School:	Middle School
Band Director - \$700	\$1200
Chorus Director - \$700	\$1200
Orchestra Director - \$700	\$1200

Notes: Coaches'/Advisors' Stipends

A. Intramural Activities

Middle school intramural sponsors will be compensated ~~\$350~~ **\$400** per activity as approved by the Superintendent/designee.

Article 22
Insurance Protection

B. Medical, Dental and Vision Insurance
(5th Paragraph)

"...The selection and removal of health, dental, and/or vision carriers and their respective plan(s) is at the Board's discretion, **so long as the benefit levels remain the same**, including those plans identified in the 84-85 Medical Dental Program...."

Article 24
General

Housekeeping: Reletter the second F to G

NEW H In the intervening years, excluding Article 20, during each year of the multi-year contract each party may open any two articles for negotiations.

Article 26
Duration

Unless otherwise provided herein, the provisions of Article 20 in this Agreement shall be effective as of July 1, ~~2013-2014~~ and shall continue in full force and effect through June 30, ~~2014~~ **2019**.