

HCEA-Certified Bargaining Update #5: best/final

HCEA Proposals	HCPSS Response (6/7)
Article 20: 4% COLA plus scheduled step increment for '14-'15, 4% COLA plus scheduled step increment for '15-'16, Salary scale compression to step 27	One year only--3% Cost of living increase on July 1 2014; step increment delayed until March 1 2015; 1% COLA at 30 years experience with addition of step 30 to the scale. <i>(status unresolved/impasse)</i>
Article 11: All Teachers will not be assigned lunch or recess duty—this time will be turned into individual planning time.	Reject
Article 13: Remove cap on number of credit hours for reimbursement.	<u>NEW: Cap on # of credit hours for reimbursement increased to 12.</u>
Article 16: Increase Personal Leave Days to 3.	New: Add 1 personal leave day
Article 18: 40% of PIP time will be converted to individual planning time.	REJECT <i>(status unresolved/impasse)</i>
Article 18: "When related service providers (SLPs, psychologists, etc) are absent for more than two consecutive days, additional 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."	REJECT <i>(status unresolved/impasse)</i>
Article 18: 75% of pre-service week (excluding county-wide professional development days) will be meeting-free, individual planning time.	<u>New: A memorandum suggesting more time in pre-service week be free of meetings will be issued.</u>
Article 20: Intramural Activities: Middle school intramural sponsors will be compensated \$400 per activity	New: \$375 per activity
Article 20: Increase coaches/advisors pay by 5%	Tentative agreement: increase Coaches/Advisors' pay scale by 5%
Article 22: New \$700 stipend for ES Band/Chorus/Orchestra Dir. New \$1200 stipend for MS Band/Chorus/Orchestra. Language was tentatively agreed upon to provide substitute coverage for teachers on field trips.	HCPSS offers \$400 stipend for all Band/Chorus/Orchestra Directors. <i>(status unresolved/impasse)</i>

NOTE: To catch up with Montgomery (*before* new MCPS agreement takes effect), HCPSS employees would need a 14.8% COLA.

- Montgomery Co: three year agreement, 4 steps, 1.5%, 2%, 2% COLA (5.6%).
- Baltimore Co: two year agreement, 2 steps, 3% bonus (lump sum) in year one, 5% COLA in year two.
- Prince George's: two year agreement, two steps, 1.5% and 1% COLA, reindex scales to create 3% increment value and 5% improvement for advanced degree
- Howard police and fire fighters: two year agreement, 2 steps, 4% COLAs in both years (8.2%)
- Offered by the Howard Board of Education: one year agreement, one step delayed until March 2015, 3% COLA.