

## HCEA-TEACHER & BOE TENTATIVE AGREEMENT FY'15

Effective JULY 1, 2014

(Reached July 31, 2014)

	Current language	New Language	Impact
Article 16, Temporary Leaves of Absence, page 22	<b>Two (2)</b> -days of leave per year, with no loss of pay, shall be available to each teacher for personal leave."	<b>Three (3)</b> -days of leave per year, with no loss of pay, shall be available to each teacher for personal leave."	Increase from 2 to 3 personal leave.
Article 8, Promotional Vacancies, page 10	Announcements of Vacancies: Announcements of vacancies shall be posted on the faculty bulletin boards, published by circular to the staff, and sent to the Howard County Education Association office. Announcements must be distributed at least fifteen (15) calendar days (exclusive of Board designated holidays)." before the closing dates for accepting applications."	Announcements of Vacancies: Announcements of vacancies shall be posted on the faculty bulletin boards, published by circular to the staff, <b>posted online</b> and sent to the Howard County Education Association office. Announcements must be distributed at least <b>twelve calendar</b> days (exclusive of Board designated holidays) before the closing dates for accepting applications."	Now posted online. Reduction from 15 to 12 days.
Article 13, Reimbursement , page 17-18	B. "...The rate of reimbursement is up to \$300 per credit up to a maximum of <b>45</b> graduate credit hours, with an annual limit of (9) credits, and a rate of up to \$155 per credit..."	The rate of reimbursement is up to \$300 per credit up to a maximum of 45 graduate credit hours, with an annual limit of <b>twelve (12)</b> credits, and a rate of up to \$155 per credit..."	Move from a limit of 9 credits to 12.
Article 13, Reimbursement , D, page 18	One hundred twenty five thousand dollars (\$125,000) shall be allocated to paying the expenses of teachers to attend professional meetings. These expenses of teachers shall include food, transportation, lodging, and other convention expenses. The teacher will also receive salary during this time. These days shall not be deducted from sick or personal	One hundred twenty five thousand dollars (\$125,000) shall be allocated to paying the expenses of teachers to attend <b>approved</b> professional meetings. These expenses of teachers shall include food, transportation, lodging, and other convention expenses. <b>Reimbursements to teachers for meals and incidentals shall not exceed the applicable U.S. General Services Administration (GSA) per diem rate.</b> The teacher will also receive salary during this time. These days shall not be deducted from sick or	

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	leave.”	personal leave.”	
Article 13, Reimbursement , page 17-18	Teachers who may be required to use their own automobiles in the performance of their duties shall be reimbursed for all work-connected travel at the IRS rate. Teachers will be required to attend no more than three (3) countywide meetings per year without being reimbursed for mileage. Teachers who travel during the work day shall be reimbursed for all work-connected travel at the approved rate per mile for all driving done between the arrival at the first location at the beginning of their work day and leaving from the last location at the end of their work day.”	“Teachers who may be required to use their own automobiles in the performance of their duties shall be reimbursed for all work-connected travel <b>in accordance with IRS regulations</b> . Teachers will be required to attend no more than three (3) countywide meetings per year without being reimbursed for mileage. Teachers who travel during the work day shall be reimbursed for all <b>work-related</b> travel at the approved rate per mile for all driving <b>in excess of their normal daily commute to/from their home school/office.</b> ”	
Article 15, Sick /Bereavement Leave, E, page 21	Teachers who do not receive annual leave will be allowed to use <b>up to fifteen days of</b> sick leave for an illness in the immediate family or of a same-sex domestic partner.”	<b>Teachers who do not receive annual leave will be allowed to use sick leave for an illness in the immediate family or of a same-sex domestic partner.”</b>	Removal of 15 day limit.
Article 16, Temporary Leaves of Absence, A, 3, page 22	Leave with no loss of pay for a maximum of fifteen (15) working days annually may be granted to teachers called into emergency temporary active duty of any federal or state military unit, provided such	Leave with no loss of pay for a maximum of fifteen (15) working days <b>in any calendar year</b> may be granted to teachers called into emergency temporary active duty of any federal or state military unit, provided such obligation cannot be fulfilled on days when school is not in session.”	

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	obligation cannot be fulfilled on days when school is not in session."		
Article 18.	None	<b>Memorandum of understanding:</b> <b>During SY 14-15, teachers at each level shall be allowed to use fifty minutes of Program Implementation Period ("PIP") time day each week (or pro rata portion thereof for weeks with less than five full days) for additional individual planning time during the student day. During this time period a joint HCPSS and HCEA committee will study the implementation.</b>	Available extra-planning time
Article 18, K page 26	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 will not use their own leave to attend that field trip."	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 will not use their own leave to attend that field trip. <b><u>The provision of a substitute for the teacher-in-charge or other approved chaperone will be based on the needs of that school and approved by the principal/designee.</u></b>	
12 B. Article 18, Working Hours and Workload,	None	<b>If a related service provider is using approved leave, missed service hours will not be reflected in the related service provider's evaluation nor will they be subject to counseling or disciplinary action.</b>	Related service providers will not be disciplined for missed service work.
Article 18	None	Memorandum of Understanding:	

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		Memo to principals and assistant principals.  <b><u>Use of Time on Pre-Service Days</u></b> This circular is to clarify the use of time on Pre-Service Days. HCEA and the Board of Education have reached an agreement that prior to arrival of students each Fall, teachers shall have at least 75% of the time scheduled (excluding any countywide professional days), to prepare his/her room and materials. No other meetings or duties shall be required of the unit member (teacher) during this time.	
Article 20, Salary Scales, pages 35-36	None	5% increase to coaches/advisors	More money for coaches and advisors
Article 20, Salary Scales, pages 36-37	None	Add stipend to the following category. <b>Elementary School:    Middle School</b> <b>Band Director-            \$400    \$400</b> <b>Chorus Director -        \$400    \$400</b> <b>Orchestra Director    \$400    \$400</b>	
Article 20, Salary Scales, pages 36-37	Intramural Activities: Middle School Intramural sponsors will be compensated <b>\$350</b> per activity as approved by the Superintendent/designee	Intramural <b>and Co-curricular</b> Activities: Middle School Intramural <b>and co-curricular</b> sponsors will be compensated <b>\$375</b> per activity as approved by the Superintendent/designee	More compensation for intramural sponsors
Article 20, Salary Schedules, Notes, E, page 34	In FY14, provided that the Board of Education is able to fully fund an increment for teachers, the next priority within the compensation package will be further compression of the scale toward step 28.”	Language deleted	

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10. Article 20, Interscholastic Athletics Coaches/Advisors Stipends, FY 2014, page 35-36	<b>REIMBURSEMENT</b>	Change to <b>STIPEND</b>	Editorial change
Article 20, Salary Scales, Interscholastic Athletics Coaches'/Advisors' Stipends, page 36	<b>American</b> Technical Honor Society	<b>National</b> Technical Honor Society	Editorial change
20. Article 24, General, F, page 47	F. "Same-sex Domestic Partner" as used throughout this Agreement means an individual approved by the Board to receive Domestic Partner Benefits under criteria established by the Board. Domestic Partner Benefits and coverages cannot begin until Same-sex Domestic Partner status is approved by the Board, and will be provided as permitted by law."	<b>The above language shall only apply to those employees who currently receive same sex domestic partner protection under the negotiated agreement as of January 1, 2015 and current employees residing outside of Maryland in states that do not recognize same sex marriage."</b>	Protect benefits for the current same sex domestic partners
Article 23., Sick Leave Bank, G, page 46	A three member approval committee, appointed by the president of the Association, shall have the responsibility of receiving requests, verifying the validity of requests, recommending approval or denial of the requests, and communicating its	A <b>four</b> -member approval committee, <b>comprised of three members</b> appointed by the president of the Association, <b>and one member appointed by the Superintendent</b> , shall have the responsibility of receiving requests, verifying the validity of requests, recommending approval or denial of the requests, and communicating its decision to the teacher and the	

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	decision to the teacher and the Superintendent/designee. The committee shall develop its rules of procedure and shall give wide distribution to said rules upon approval of the Board of Directors of the Association.	Superintendent/designee. <b>Upon the ratification of an amendment to the HCEA bylaws, this provision will become part of the contract.</b> The Association shall develop its rules of procedure and shall give wide distribution to said rules upon approval of the Board of Directors of the Association. <b>Approved procedures shall be posted on the HCPSS website annually no later than October 1."</b>	
Article 23.,Sick Leave Bank,	None	<b>K. The Association shall provide the Superintendent with an annual Sick Bank Report by August 31 of each year detailing the beginning balance of the sick bank, additions to the sick bank, deductions from the sick bank, and ending balance of the sick bank as of June 30 each year. HCEA and the Superintendent/designee will provide each other quarterly sick bank reports on the days and hours granted and used for accounting and compliance purposes only.</b>	
Article 20, Salary Scale		The basis for FY'15 negotiations is a 3% COLA + full step increment for all eligible employees to occur as follows: <b>3% cost of living adjustment based on the current salary scale</b> for all employees , effective <b><u>July 1, 2014</u></b> 1%, (in addition to 3% COLA) increase to educators not eligible for a step increase because of their long service to the Board, <b>Effective July 1, 2014</b> <b>A full step increase</b> for those eligible <b>to be distributed in two parts:</b> One-half of this step will be pro-rated into your salary throughout the year, beginning July 1, 2014, and One-half of this step will be paid in a lump sum payment <b><u>on July 1, 2015.</u></b>	

NOTES: Below is the explanation of the Tentative Agreement on Salary Increment: The question is "am I moving a step this year"? Effective July 1,

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2014 if the contract is ratified this is what you will notice in terms of the salary increase.

The "working scale" reflects your movement of a step (for example if you were on step 10 last year you would look at step 11). This scale was created by adding 3% to your step from last year as well as incorporating half of the increment between the steps.

If you are at step 29, or above this year, the scale was created by adding more to the increment which will result in almost 4% for those already at step 29 and slightly more for those moving to step 29 (because it included the increment between 28 and 29).

Those on longevity steps will ONLY receive 3% COLA but will be moving closer to the end of the scale (and a higher pay)!

A stipend check of the second half of the increment value will go out on July 1, 2015 to all staff receiving an increment. All staff will be starting at the salary on the June 30, 2014 scale (at the correct step and pay) for the following year. This scale reflects the 3% and the full increment.