

**Montgomery County Education Association**  
**Bargaining Proposal to Montgomery County Public Schools**  
**[Insert Date of Negotiation Session]**

**Article 20: Salaries & Supplements**

**A. Salaries**

1. ~~Effective May 3, 2021, all MCEA unit members will receive a general wage adjustment of 2% and a step increase for those eligible. Effective January 29, 2022, All MCEA unit members will receive a general wage adjustment of +1.5%. Effective December 17, 2022, All MCEA unit members will receive a general wage adjustment of +3.35%. The annual salaries of all bargaining unit employees are set forth in the salary schedules attached hereto as Appendix D. Such salary schedules are hereby made a part of this agreement.~~
1. **The annual salaries of all bargaining unit employees are set forth in the salary schedules attached hereto as Appendix A. Such salary schedules contained in Appendix A are hereby made a part of this Agreement.**
2. If a unit member resigns in good standing from MCPS after at least five (5) years of service with “Meets Standards” evaluations and is rehired at a later date within five (5) school years, that unit member will be placed at the step reflective of previous MCPS credited service plus credit for any qualifying service with another school system during the break. **If a unit member resigns in good standing from MCPS and is rehired at a later date, that unit member will be placed at the Tier reflective of their years of service to MCPS without limit. All unit members who were previously hired under this rule shall have their Tier corrected to reflect their previous years of service.**
3. There shall be a health care premium holiday until August 2021. **Credit on the Salary Scale**
  - a) **Year-for-year credit will be given for previous outside teaching experience in a duly accredited school, including, but not limited to, nursery school, pre-K-12, and higher education, upon initial employment. New hires will be assigned an appropriate tier as prescribed by the Step-to-Tier Conversion Chart.**
  - b) **Unit members hired at any step lower than their years of experience will be placed on a tier according to the Year 1 Mapping Schedule based on their actual years of experience.**

4. **Step Tier Increases**—The granting of step tier increases will be governed by the following provisions:
- a) The anniversary date for step tier-increase purposes for all unit members shall be July 1.
  - b) **In lieu of a tier increase, on July 1, 2023, unit members will be assigned a tier based on the mapping schedule.**
  - c) **Beginning July 1, 2024, all employees who are eligible for a tier increase and have an additional tier available on the MCEA Salary Schedule (see Appendix A), will move up one tier from their current tier.**
  - d) Anniversary dates for step tier-increase purposes for unit members ~~hired on or after~~ July 1, 2013, shall be set as follows:
    - 1) For unit members hired prior to February 1, their first anniversary date will be July 1 of the fiscal year following the year in which they were hired.
    - 2) For unit members hired on or after February 1, their first anniversary date will be July 1 of the following calendar year.
  - e) ~~For the FY2021 school year, all step increases will be effective on May 3<sup>rd</sup>, regardless of the provisions above. For the FV2022 school year, all step increases will be effective on March 12, 2022. Regardless of the provisions above. For the FY2023 school year, all step increases will be effective on December 17, 2022, regardless of the provisions above.~~
5. **Payment of Salary Step Increments**—All employees who are eligible for a step increase ~~and have an additional step available on the applicable schedule above,~~ will move up one step from their current step per A.4.c above during FY 2021.

**FY 2012 Hire-in Rectification** - It is acknowledged that some ~~e~~Employees **who** missed a step increase in FY 2012, due to the negotiated deferral of step increases, ~~or had their hire-in rate adjusted back one step in FY 2012~~ **will be assigned to one tier higher than indicated on the mapping schedule.** ~~The Board and the Union have an ongoing commitment to negotiate with regard to this issue.~~

#### 6. ~~12-m~~Month Employees

The salary for 12-month employees will be equal to 117.5 percent of the salary for which those employees would qualify if employed in 10-month positions.

Employees working on June 30, 1996, as 12-month employees, but who would not qualify for the MA+30 lane if employed in a 10-month position, will continue to receive pay while in a 12-month position equal to the percent of the salary applicable to MA+30 level 10-month employees, as identified in the previous paragraph.

Unit members working other than 10-month or 12-month schedules shall be compensated for the number of workdays of assigned duty at their daily rate of pay.

7. The parties agree that the option for 10-month unit members to receive pay over 12 months will be included in the next requirements for a replacement HRIS system by FY ~~2024~~2022.
8. Unit members on duty as of July 1 of any calendar year will be provided with their Salary Information Notice for the forthcoming school year no later than August 15.

#### **B. ~~Supplements~~**

4. **~~Resource Teachers~~**— Will have their regular scheduled salary in grades A–D increased \$2,875 for a department of four to nine teachers, \$3,575 for a department of 10 to 14 teachers, \$4,550 for a department of 15 to 19 teachers, and \$5,100 for a department of 20 or more teachers.
5. **~~Resource Counselors~~**— Middle school resource counselors will have their regular scheduled salary in grades A–D increased by \$2,875. High school resource counselors will have their regular scheduled salary in grades A–D increased by \$4,550.
6. **~~Athletic Specialists~~**—
  - a) All athletic specialists will receive a \$3,000.00 salary supplement.
  - b) An Athletic specialists who possess or obtain a CAA certification will receive a \$500.00 salary supplement. All athletic specialists must obtain the CAA certification within three (3) years of their date of hire.
  - c) An Athletic specialists who possess or obtain a CMAA certification will receive a \$1,000.00 salary supplement.
7. **~~Consulting Teachers~~**— Professional personnel on the professional salary schedule grades A–D who are assigned as full-time consulting teachers will have their regular scheduled salary increased by \$4,425.
8. **~~Middle School Content Specialists~~**— Will have their regular scheduled salary in grades A–D increased by \$2,875 for a department of four to nine teachers, \$3,575 for a department of 10 to 14 teachers, \$4,550 for a department of 15 to 19 teachers, and \$5,100 for a department of 20 or more teachers.
9. **~~Elementary and Middle School Team Leaders~~**— Will have their regular scheduled salary in grades A–D increased by \$1,700.

**Commented [BA[1]]:** The following sections moved to reorganized Articles 21 Supplements or 22 Stipends and Other Compensation

10. ~~**Elementary, ESOL, and MCITP Team Leaders**~~—All professional personnel on the professional salary schedule grades A–D who are assigned team leaders in the Montgomery County Infants and Toddlers Program or in ESOL (with at least three other team members) will have their regular scheduled salary increased by \$1,700.
11. ~~**Elected Faculty Representatives to School Leadership Team**~~—All professional personnel on the professional salary schedule grades A–D who are elected as faculty representatives to school leadership teams, in accordance with Article 9, Section B.1, will have their regular scheduled salary increased by \$1,500.
12. Unit members assigned under subsections 1 through 8 of this section shall not have tenure in the position.
13. ~~**National Board for Professional Teaching Standards**~~—
  - a) Per the Blueprint for Maryland's Future
    - 1) ~~In order to promote high standards and continuing professional development, the parties agree that any classroom teacher (as defined by the Blueprint for Maryland's Future enacted legislation) who has received National Board for Professional Teaching Standards (NBPTS) certification will have their regular scheduled salary increased by \$10,000 annually. In order to receive this supplement, NBPTS certification and First Class Maryland certification (as described in the Education Law) must be maintained.~~
    - 2) ~~Unit members who are classroom teachers (as defined by the Blueprint for Maryland's Future enacted legislation) with National Board Certification working in what has been designated as a "low performing school" (as defined by the Maryland State Department of Education or as identified by the MCPS Board of Education in accordance with the Blueprint for Maryland's Future) will be paid an additional \$7,000.~~
  - b) ~~Unit members who achieve National Board Certification but are not eligible under the Blueprint for Maryland's Future will have their regular scheduled salary increased by \$2,000 annually. In order to receive this supplement, NBPTS certification and First Class Maryland certification (as described in the Education Law) must be maintained.~~
  - c) ~~A unit member who facilitates a component specific course for the NBCT Candidate Support shall receive a stipend of \$1,500 for each course facilitated. Course facilitation will include a minimum of 30~~

~~hours of organized group support based on specific training plans. These hours shall be logged and submitted to the Director of Professional Growth Systems by the second week in April.~~

~~d) A stipend in the amount of \$1,500 each will be designated to two NBCT Teacher Leader Organizers to serve as organizers/support to all course facilitators. A stipend in the amount of \$1,000 each will be designated to two NBCT Teacher Leader Organizer Assistants to support the NBCT Teacher Leader Organizer.~~

14. ~~Other National Certifications In order to promote high standards and continuing professional development, the parties agree that any unit member who has received national certification in speech/language pathology, occupational therapy, physical therapy, school psychology, or counseling will have their regular scheduled salary increased by \$1,500 annually.~~

### **C. Stipends**

4. **Supervising Student Teachers**—A unit member who supervises a student teacher or graduate intern in an education program shall receive a stipend of \$50 per week for such supervision.
5. **Mentor Teachers**—A unit member who is assigned by the Board to serve as a mentor for a new teacher shall receive an annual stipend of \$600 for each new teacher mentored. A unit member who has completed MCPS mentor training shall receive \$800 per year.
6. **Synergy Superusers**—A unit member appointed shall receive an annual stipend of \$650. There will be at least one Synergy Superuser per elementary school and at least two Synergy Superusers per secondary school. For the 2022-2023 school year, MCPS will pilot a one-year additional Synergy Superuser program that will allocate one additional Synergy Superuser to each elementary school with an enrollment over 800 students, one additional Synergy Superuser to each secondary school with an enrollment over 1,800 students, and two additional Synergy Superuser to each secondary school with an enrollment over 2,500 students. The additional allocation for the 2022-2023 school year will expire at the end of the 2022-2023 school year.
7. **PAR Panel**—School based bargaining unit members who serve on the Peer Assistance and Review Panel shall receive an annual stipend of \$1,000 from MCPS. The representatives shall receive the stipend in a lump sum, payable in the month of June, for the prior school year. MCEA shall be responsible for providing the Office of the Chief Operating Officer with a list of eligible members.

8. ~~**Councils on Teaching and Learning**~~—Bargaining unit members elected to serve on the Councils on Teaching and Learning (CTL) shall be eligible to receive an annual stipend of up to \$1,200 from MCPS. The representatives shall receive the stipend in a lump sum, payable in the month of June for the prior school year. MCEA shall be responsible for providing the Office of the Chief Operating Officer (OCCO) with a list of CTL members eligible for compensation, and the amounts due per individual. MCEA shall be responsible for determining the amounts due, based on its records of the level of participation of each CTL representative.

D. Credit Appeals Panel

1. Since the OHRD administers the credit-granting authority for salary placement, appeals from this authority should be provided. A special appeals board shall be established, composed of three (3) members appointed by the superintendent from Board staff, other than staff of the OHRD, and three (3) members appointed by the Association. The appeals board will receive appeals from the credit-granting authority and recommend dispositions to the Office of the Superintendent of Schools, which will make the final decision. Annually, on or before May 1, the appeals board will review the criteria employed in granting of credit and report its findings to the LMCC. Members of the appeals board will serve for two (2) years, with new members appointed each year.
2. **Partial Credit**  
**Unit members who were previously employed as paraeducators in MCPS shall receive credit equal to 50% of their years served as paraeducators. They will be assigned an appropriate tier as prescribed by the year 1 mapping schedule.**

E. **Rehired Retired Teachers (RRT)**

1. **Definition: Definition of "Rehired Retired Teacher" (RRT) means a rehired retired certificated employee who is a member of the State Teachers' Retirement System or the State Teachers' Pension System and who is rehired by a local school system under the provisions of the State Personnel and Pension Article, §22-406 and §23-407, Annotated Code of Maryland.**
2. **Salary: All who did not retire from the Montgomery County Public School System will be placed on the tier of the salary schedule according to their certification, experience, and education. All rehired/retired teachers who retired from the Montgomery County Public School System will be placed on the current salary scale based upon their tier and lane at the time of their retirement. Every year a retire/rehire teacher teaches in Montgomery County will count as a year of service and toward future placement on the salary scale.**
3. **All other provisions of this Agreement will apply to RRT's.**

/18/22: MCEA Opening Proposal

