

MCPS Says NO to our Equity Proposals

REJECTED!

“MCEA submitted a raft of compassionate and innovative proposals designed to improve working conditions for Special Education and ELD teachers. Proposals designed to support, retain current educators and entice prospective ones at a time when teaching shortages are at an all-time high. MCPS responded with a red pen to slash and nothing else.”

- Lisa Horowitz, Special Education Teacher

At our 1/19 negotiation session, MCPS flatly refused to consider our proposals to:

- Improve working and learning conditions in special education and ELD**
- Provide universal free meals,**
- Increase access to pre-k, and**
- Offer learning materials in any family’s preferred language**



As David Stein, MCEA Treasurer confronted MCPS: “MCEA has presented a whole series of proposals...My question is, what is MCPS’s plan for improving equity and access?”

Adding Insult to Injury...

MCPS’s lead negotiator, Steven Blivess, complained of exhaustion due to his long day of negotiations. He raised this issue as a pretext for needing to end negotiations for the evening and postpone presentation of MCPS’s full set of proposals-- ignoring the fact that many members of the MCEA team probably were at their jobs before he was even out of bed that day.

MCPS claims to value collaboration to ensure equity and excellence in our schools but shuts us down when we offer ways to achieve this together.

KEEP UP THE FIGHT!

MCPS has clearly stated that there is no place in our contract to improve Special Education and ELD instruction in Montgomery County. We emphatically disagree and will **continue the fight to improve our working conditions and students’ learning conditions in these areas.**

What You Can Do:

1. Contact Steve Blivess, MCPS Lead Negotiator (Steven.N.Blivess@mcpsmd.org) to tell him that our contract is the perfect place to address equity and access issues for students.
2. Sign up for parent/caregiver flyering [here](#).
3. With only five open bargaining sessions remaining, MCPS seems to be stalling on addressing some of the most substantive economic issues. **If you want a place at the table throughout the contract negotiation, [sign up here](#) to become a member of the Expanded Bargaining Team.** All Expanded Bargaining Team members may attend any and all sessions. We encourage everyone to sign up so MCPS can’t operate behind closed doors.

When you attend negotiation sessions, make sure you bring colleagues with you. Let’s bring high energy and collective spirit to every action as we fight for the contract we deserve!

Upcoming Bargaining Dates

[Sign up here for in-person bargaining:](#)

- Jan 30, 2023, 5:00pm

[Sign up here for virtual bargaining:](#)

- Jan 24, 2023, 05:00 PM (**MCPS likely to present wage proposals**)
- Feb 9, 2023, 05:00 PM

2023 MCEA Leadership Conference

Seize your power as a union member! At our upcoming annual Leadership Conference, **you’ll be part of setting the priorities as we move our contract negotiations forward.** You’ll also get to experience how we organize our community allies to support a strong contract.

We are excited to announce our latest confirmed speakers:

- Keynote Speaker – Sylvia Allegretto, author of: [The teacher pay penalty has hit a new high: Trends in teacher wages and compensation through 2021](#)**
- Marc Elrich, Montgomery County Executive
- Kristin Mink, Montgomery County Council

[Register here for the Leadership Conference!](#)