

MCPS Unprepared for Bargaining, Stalling on Key Issues

Notes from February 9th

Another bargaining session, and more disappointment provided by MCPS. MCPS brought **only 35 minutes' worth of counterproposals** to a session slated to last three hours. Openly admitting they were unprepared, MCPS said they had not reviewed some proposals we submitted to them weeks ago. **Can you imagine the reaction you'd face if you said you were unprepared to do your job!?**

In light of the admission that they were unprepared for bargaining, it should come as no surprise that the few proposals MCPS did put forth were equally disappointing.

MCPS proposed:

- raising the wage for supervising extracurriculars from \$15/hour to \$16.50 - just **barely keeping pace with minimum wage**.
- a coverage pay rate that amounts to less than half the average MCPS employee's hourly wage, whereas Frederick and Howard Counties pay the standard hourly wage and \$55/hour, respectively.
- no recruitment and retention incentives for highly impacted school sites.

Further, **MCPS continued to display their fundamental disconnect** from our work on the ground when they:

- expressed surprise that classrooms do not lock from the inside.
- offered Google Voice training for deskless staff as an alternative to providing work cell phones, disregarding the fact that some deskless staff members' personal phone plans may not support that feature.

You can see all of MCPS's unacceptable proposals [here](#).



"It was sad to witness in our last bargaining meeting that MCPS came to the table unprepared and admitted they are weeks behind reviewing our questions." Ruben Serafini, Kensington Parkwood ES

As we approach the last of our open bargaining sessions, **MCPS has yet to offer their proposals on key issues like staffing**. Claiming they will present all their first counters by session twelve, they refuse to discuss extending open sessions.

It is our sincere hope that this is not a delay tactic to keep members out of the room during the most important conversations. If MCPS does not deliver on their promise to deliver all their proposals by session twelve, **we will demand additional open sessions**.