

MCPS Program:

Substitute Contract New Article 10 Permanent Substitutes

A. Permanent Substitute Positions. MCPS will hire permanent substitute teachers who will be guaranteed, in writing, work for a full day for every planned student school day through the end of the first semester of each school year. Each selected permanent substitute teacher will be given the first opportunity to renew the agreement to work for a full day for every planned school day for the second semester of that school year.

Commented [C1]: 2023.03.20_MCEA proposes to accept with modification: to delete duplicative part of the heading

B. Professional Development and Collaborative Planning.

Commented [C2]: 2023.03.20_TA by MCEA

1. Permanent substitute teachers who participate in professional development or collaborative planning on an early release or non-instructional day when the students are not present will be compensated for each hour worked.

2. MCPS and MCEA shall work together to identify professional development opportunities for program participants beyond the requirements found in Article 4 of the Substitute Teachers' Contract Agreement.

3. Professional development taken outside of regular duty hours that is required by MCPS of program participants shall be paid at the "Long-term >45 days in single assignment" hourly rate for their relevant salary category (Certificated, Noncertificated Bachelor's Degree or Higher, or Associate Degree). Professional development taken outside of regular duty hours that provides important content or skill enhancement, but is not required by MCPS, shall be paid at the rate of twenty dollars (\$20) per hour.

C. Eligibility. All current MCEA substitutes shall be eligible to apply for the permanent substitute program. MCPS will process applications at least 30 days before the end of the semester for the following semester. MCPS will fill vacancies that occur within the semester as soon as possible. Once a substitute has been identified as a permanent substitute, they will begin their position within ten (10) duty days.

Commented [C3]: 2023.03.20_MCEA agrees with the sentence MCPS proposed re: eligibility. We offer this counterproposal which adds, "MCPS will process applications at least 30 days before the end of the semester for the following semester. MCPS will fill vacancies that occur within the semester as soon as possible. Once a substitute has been identified as a permanent substitute, they will begin their position within ten (10) duty days."

D. School Assignment. The particular school to which the substitute teacher is assigned will be determined by MCPS based on its assessment of where the need is greatest, which may change from day-to-day. MCPS will make every effort to take into consideration the substitute teacher's preference for school assignment but reserves the discretion to assign the substitute as needed. MCPS will notify the substitute teacher regarding the school to which they are primarily assigned (i.e., their "home" school) and will provide a badge that allows the substitute teacher access to the building. Permanent substitutes will have the ability to choose whether their assigned "home" school is an elementary, middle, or high school.

Commented [C4]: 202303.20_MCEA agrees with what MCPS has proposed related to School Assignment. We offer this counterproposal which adds the sentence, "Permanent substitutes will have the ability to choose whether their assigned "home" school is an elementary, middle, or high school."

E. Compensation. Substitute teachers working in these positions will be treated for the duration of their participation in the program as if they were "Long-term >45 days in single assignment" substitutes in all respects, including as it relates to the Substitute

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Teachers' Contract Agreement, and will be paid at that rate for their relevant salary category (Certificated, Noncertificated Bachelor's Degree or Higher, or Associate Degree) from the date of their first assignment within the program.

Commented [C5]: 2023.03.20_TA by MCEA

F. Emergency Closures. A permanent substitute unit member will be compensated as if they had worked the entire day when schools are closed or delayed because of inclement weather or other emergency reasons.

Commented [C6]: 2023.03.20_TA by MCEA

G. Program Exit. A program participant who wishes to exit the program before the end of the first or second semester shall make every effort to notify OHRD at least forty-eight (48) hours in advance of their intended last day in the program. A substitute who exits the program in good standing shall be eligible for other substitute work within MCPS and to re-apply for a permanent substitute position in the future. A substitute who exits the program before the end of the first or second semester shall no longer be eligible for the provisions of this Article if they continue to work as a non-permanent substitute.

Commented [C7]: 2023.03.20 - MCEA agrees with the first sentence in this paragraph proposed by MCPS. Our counter includes a reworking of MCPS's second sentence by adding this:
A substitute who exits the program in good standing shall be eligible for other substitute work within MCPS and to re-apply for a permanent substitute position in the future.
A substitute who exits the program before the end of the first or second semester shall no longer be eligible for the provisions of this Article if they continue to work as a non-permanent substitute.