

Recruitment and Retention in High Impact Schools

MCPS Counter Proposal Summary

02/28/23

MCEA Proposals

- MCPS to counter on the definition of “High Impact School”. The counter will propose the term is defined as “Title I, Focus, or Community Schools” and that it be inserted as a new Article 7 as (A)(11).
- MCPS to counter on pay differential for interpreting responsibilities. The counter will propose modifications to the proposed language and a differential rate of pay of \$10 per hour. We propose placing the pay differential as new Article 22 as (I)(4).
- MCPS to counter on the teacher induction program. We are supportive of the concept. We propose placing this language in Article 15 as (G)(3).
- MCPS is rejecting the proposal to make 100% of collaborative and individual planning time teacher-directed.
- MCPS to counter on the proposal to provide new educators with the opportunity to observe peers. We are supportive of the concept. We propose placing this language in Article 15 as (G)(4).
- MCPS to counter on the proposal to provide a longevity supplement for unit members at a HIS. The counter proposal will delay implementation to Fiscal Year 2025 and is subject to budget approval. It also will lower the proposed supplement to \$1,000 for each tier. We propose placing this language in Article 21 as (C).
- MCPS is rejecting the proposal to provide a stipend for residency within the cluster boundary.
- MCPS is rejecting the proposal to allow for the cash out of sick leave.
- MCPS is rejecting the proposal to establish ratios for counselors and psychologists.
- MCPS to counter on the proposal to provide dedicated office space to counselors and psychologists. We are supportive of the concept. We propose placing this language in Article 11 as (D)(2)(g).
- MCPS accepts the proposal regarding secondary staff chaperone duties and elementary school unit members BTSN and one other outside activity requirement. We propose placing this language in Article 17 as new (C)(7).
- MCPS is still analyzing the planning time proposal.
- MCPS is still analyzing the allowance for professional conferences.
- MCPS to counter on the permanent substitute program. The counter will propose to place at least 25% of those participating in the program at a HIS and to place this language in the Substitute Contract in Article 10 as (D)(2).
- MCPS is rejecting the 45 minutes combined lunch/break period at middle schools.

MCPS Proposals

- MCPS is proposing to allow unit members at HIS who have children in the system to request a change of student assignment (COSA) to their school.
- MCPS is proposing to give priority placement for HIS educators in summer positions.
- MCPS is proposing to increase the number of days for HIS elementary team leaders by 1 day. This proposal would amend Article 17(H)(3).
- MCPS is proposing to increase the number of NBC lead teacher organizers and assistants from 2 to 3 with the third being assigned to focus on HIS school cohorts. This would amend Article 15(F)(4).
- MCPS is proposing to prioritize locating NBC cohort programs at HIS. This would proposal would add to Article 15 as (F)(5).
- MCPS is proposing to allow a principal newly assigned to a HIS to invite 5 unit members to transfer to the school to fill vacancies without having to interview or apply. Participation would be entirely voluntary and would only be for coordinate positions, not for promotion positions. This language would be placed in Article 25 as a new (B)(9).