

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 [BSN1]: 03/20/23: MCPS TA.

B. Professional Development and Collaborative Planning.

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.

Commented [BSN2]: 03/20/23: MCEA TA.

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 in a timely manner. 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. they will begin in the assignment on a date to be agreed upon between the individual and the permanent substitute.

Commented [BSN3]: 03/20/23: MCPS counters that it will process applications in a timely manner and that the start date will be by agreement. The 30-day requirement to process an application would appear to be in conflict with the 10 duty day start date, would require the 1<sup>st</sup> semester permanent sub to decide in December if they want to continue, and would impair the ability of the system to fill positions on a rolling basis. The 10 duty day requirement would require MCPS to pay individuals who do not want to start in a position or for whom the position is not yet available for more than 10 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 they express their preference to be assigned to a "home" school that is an elementary, middle, or high school.

Commented [BSN4]: 03/20/23: MCPS cannot guarantee that positions will be available at any particular level. We can receive a preference request and try to honor it.

2023.01.19: MCPS Counter Proposal to Sub Art. 9(M)  
2023.03.20: MCEA Counter Proposal  
2023/03/20: MCPS Counter Proposal

- 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 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.
- 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.
- 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~~ **two (2) work days** 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 [BSN5]: 03/20/23: MCEA TA.

Commented [BSN6]: 03/20/23: MCEA TA.

Commented [BSN7]: 03/20/23: MCPS proposes to alter its original proposal from 48 hours to 2 work days. The issue is if notice is given on the weekend then the school/system will not have time to adjust. We accept the insertions to the end of the paragraph except the struck language, which seems superfluous.