

**DRAFT**

**Negotiated Agreement**

# **FY2018-FY2021 Contract**

July 1, 2020 through June 30, 2021



**Education Association  
of Charles County  
(EACC)**



**And**

**Charles County  
Board of Education  
(CCBOE)**



## ARTICLE 15

### SALARIES

~~A. In FY 2020, all Unit I members will receive one pay level increase and the salary scale will be increased by 2.6%.~~

~~B. In FY 2020, the Unit II salary scale will be recalibrated and Unit II members will be placed on the new pay scale so that each Unit II member will make at least \$1,000 more in FY 2020.~~

~~C. Unit I eligible employees who were employed by the Board of Education as of June 30, 2014, and are currently active (excluding retirees, employees at the end of the salary scale and employees with a break in service) as of June 30, 2019, will receive a one-step progression effective January 1, 2020.~~

~~D. JROTC instructors will be placed on the 11-month Unit I salary scale, APC lane. For determination of proper placement, JROTC instructors who were hired prior to July 1, 2019, will be placed on FY 2019 Salary Scale at the pay level that is not less than their FY 2019 salary. These JROTC instructors will be credited with one pay level for each year of satisfactory teaching experience in Charles County Public Schools.~~

~~All JROTC instructors hired after July 1, 2019, will be placed on the 11-month Unit I salary scale, APC lane at a level that is no less than Minimum Instructor Pay (MIP) as determined by the United States Armed Services. JROTC instructors will also receive credit for experience by being placed one pay level higher for each year of satisfactory teaching experience in a school setting or military-based instructional experience with acceptable documentation.~~

This agreement is contingent upon final approval by the Charles County Board of Education of the 2020-2021 budget.

A. In FY 2021, all Unit 1 and Unit 2 employees will receive a 1% COLA that is retroactive to July 1, 2020. In addition, all Unit 1 and Unit 2 employees will receive a \$500 one-time stipend to be paid in the first paycheck in September 2020.

~~E. B.~~ If funding becomes available, both parties agree to reopen negotiations to discuss additional compensation.

~~F. C.~~ An approved MA +30 will earn the holder \$1000 more than an MA. An approved doctorate would earn the holder \$2,500 more per year than a Masters +30.

- ~~G.~~ **D.** Employees who successfully complete the voluntary National Board for Professional Teaching Standards certification process will be paid \$2,500 in addition to their regular annual salary.

Speech and Language Pathologists and Audiologists who successfully complete their National Certificate of Clinical Competency (CCC) will be paid \$2,500 in addition to their regular annual salary.

Occupational Therapists who successfully complete their Occupational Therapist Registered (OTR) Certification will be paid \$2,500 in addition to their regular annual salary.

Physical Therapists who successfully complete their Specialist Certification will be paid \$2,500 in addition to their regular annual salary.

School Psychologists who successfully complete the National Certification issued by the National Association of School Psychologists (NCSP) will receive an extra \$2,500 in addition to their regular annual salary.

School Counselors who successfully complete the national certification issued by the National Board of Certified Counselors (NBCC) will receive an extra \$2,500 in addition to their regular annual salary.

JROTC instructors who have a Master's Degree will receive \$4,000 in addition to their regular salaries. JROTC instructors who have a Doctoral Degree will receive an additional \$2,500.

An employee's involuntary transfer will not result in loss of the stipend for any national certification as described above.

- ~~H.~~ **E.** In addition to the \$2,500 above, employees with a NBPTS certification will receive an additional \$2,000 to compensate for the loss of state funding for that bonus.
- ~~I.~~ **F.** When current Unit II members are promoted to a new position within Unit II, the employee will be placed at a pay level so that their per diem rate is equal to, but not less than their current per diem plus an additional 5% for initial placement.
- ~~J.~~ **G.** When current Unit I members are promoted to a Unit II position, the employee will be placed on the Unit II pay scale so as to be paid no less than their current per diem rate plus an additional 5% for initial placement.
- ~~K.~~ **H.** Retired Rehired employees in Unit I will be paid the salary negotiated in the Agreement for the appropriate step and lane (BA, MA, APC, MA +30, PhD)

prorated for eleven (11) or twelve (12) months if position requires it. Unit II Retired Rehired employees are not eligible to advance on the Unit II pay scale.

- ↳ **I.** Any Unit I or Unit II employees who are substituting for an absent principal will be paid retroactively at the principal level after fifteen (15) days of consecutive substituting. Any Unit I or Unit II employees who are substituting for an absent vice principal will be paid retroactively at the vice principal level after fifteen (15) days of consecutive substituting.
- M- **J.** CCPS will reimburse Speech and Language Pathologists, Occupational Therapists, and Physical Therapists for their licensure and renewal fees.