

# EACC Tentative Agreement Overview

Dawn Pipkin-Co-Chief  
Negotiator

Dan Besseck –Co-Chief  
Negotiator

Andrew Shanbarger and Linda  
Stocks-Negotiations Team co-  
chairs

Sean Heyl—President EACC—  
Ex Officio member of the team

# Purpose of this Presentation



Provide context to the language that was agreed upon and the tentative agreement.



Answer questions of members

Explain the next steps in the ratification process.



# Article 13 Working Hours and Workload

F. School based Unit I employees may be required to remain after the end of the Unit I employee's day, without additional compensation, for three meetings a month. Types of meetings can include a full staff meeting, department/grade level team meetings, or meetings for professional learning. The appropriate staff should be included in agenda setting based on the type of meeting that is being scheduled. The meeting schedule for the year will be published and shared with staff before the first student day, to enable everyone to plan for their participation. If a staff member has a conflict with a scheduled meeting a conversation/email should be exchanged with administration to inform them about the conflict. A plan for receiving necessary information may be arranged at that time.

## Rationale

--Not every meeting needs to be a full staff meeting, and those three meetings can be used for other purposes.

--Notes employee responsibility if they can't make a scheduled meeting.

--There should not be a discussion of docking pay or asking employees to submit leave since these meetings are outside the workday. Additionally, employees should make efforts to attend but if there is a personal or professional conflict then a simple conversation should be had.

# Article 13 Working Hours and Workload

## **Timing of Staff Meetings-New Language**

For any school that has a student day start time of 8:45 a.m. or later, the faculty meeting may be held prior to the day as long as no staff member is expected to report earlier than one (1) hour before the employee's duty day. Moving a meeting before the day starts should be based on feedback from impacted staff and consensus that the majority of staff prefer the meeting before the workday.

## **Rationale**

- Allowing staff meetings to be scheduled before the duty day with staff input gives staff an earlier end to the workday so they can prioritize the needs of their family. It also gives flexibility for later schools to not have staff meetings that last into the evening due to the later start time.

# Article 13 Working Hours and Workload

## **New language**

Any employee or group of employees whose duty year is reduced by the system involuntarily, will continue to be paid on the original, higher pay scale for two (2) years.

## **Rationale**

- This provision was added in the rare event that a funding crisis would cause the system to revisit the length of the work year for a group of employees as a whole. Provides a few years of financial stability.

# Article 13 Working Hours and Workload

## **Modification to Current language**

- Page 28 2.J—Added 504 to the language that says that IEP and 504 meetings should not be scheduled during an educator's duty-free lunch or planning time.

## **Rationale**

- Agreed that there needs to education of building leaders and IEP/504 meeting facilitators regarding the scheduling of meetings including getting substitutes for special educators.

# Article 15 Salaries

---

- FY 23-24
- A pay level increase for all eligible employees in both Unit I and Unit II
- A 5% COLA for all employees
- \$500 for employees on pay level 2 of the Unit I scale and \$1,000 one time stipend for employees on pay level 3
- Unit II-11 month employees will receive 1 additional day of floating leave (2 total)
- Unit II-12 month employees will receive 1 additional day of floating leave (3 total)

**\*\*Increase across both years for those who are eligible for steps is 7.75% each year, and 10% across both years for employees at the top of the scale.**



# Article 15 Salaries

FY 24-25

- A pay level increase for all eligible employees in both Unit I and Unit II
- A 5% COLA for all employees
- \$500 for employees on pay level 2 of the Unit I scale and \$1,000 one-time stipend for employees on pay level 3

**\*\*Increase across both years for those who are eligible for steps is 7.75% each year, and 10% across both years for employees at the top of the scale.**



# Article 15 Salaries

## Language modifications—New Language

- Unit I employees **specifically hired** to teach/lead evening school, summer school, **participate in** summer curriculum writing, Professional Development or other similar **instructional** programs offered by CCPS and **approved by the Office of Teaching and Learning** shall be paid at the hourly rate of \$35.00/hour. Exemptions will include optional professional development.
- **Certificated staff working in Extended Learning Opportunity (ELO) programs** will be paid at an hourly rate of \$30.00 per hour. Unit II employees who teach/participate in these activities outside their normal workday/year shall be paid an hourly rate of \$35.00 per hour. Unit II employees who act as an administrator outside of their normal workday/year shall be paid \$45.00 per hour. This stipend is **only available for working** Saturday School, Summer School ( for non-12 month employees) and evening school **instructional** programs that begin after 5 p.m.

## Rationale

- Clarifies the intention of this language that was agreed to two years ago and communicates that these provisions apply to specific programs that are instructional in nature including professional learning, curriculum writing, and instructional programming for administrators as well.

# Article 21 Other Leaves

## **New Language**

- All Unit I employees and any Unit II employees who are not twelve months will be granted three (3) days of personal leave per year with pay. These aforementioned employees in the 10<sup>th</sup> year of continuous service in Charles County or beyond will be granted four (4) days of personal leave per year with pay. Employees in the twentieth (20<sup>th</sup>) year of service in Charles County will be granted five (5) days of personal leave per year with pay.

## **Rationale**

- Meant to serve two purposes; employee retention, honoring employees with longevity with CCPS.

# Article 24 Evaluation

## Changes—New Language

- Current MOU language on evaluation will become language in the contract.
- A formal evaluation of each employee will be done annually and completed no later than May 1 for non-tenured employees and June 1 for tenured employees except principals and assistant principals. Principal and assistant principal evaluations will be completed by June 30.



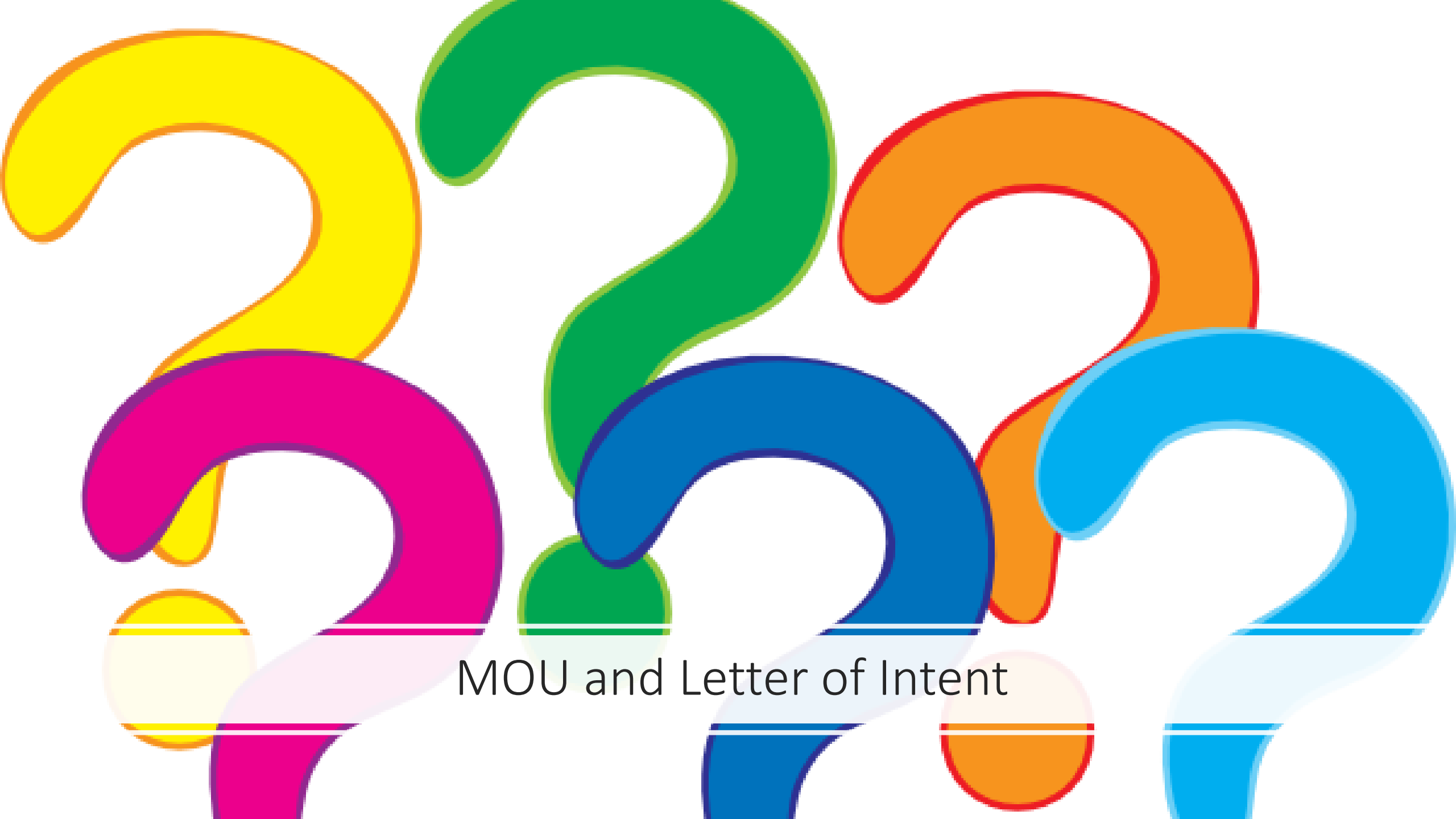
# MOU and Letter of Intent Details

## **Letter of Intent**

- This was crafted and agreed on by both parties to document the work that was done at the table.
- Some provisions of the letter were not included in the contract because they are subject to additional funding and both teams did not want to risk having to return to the table if all the funds for each item were not able to be secured.
- Both teams wanted the members to know that we agree that these changes are important and with appropriate funding the components of this letter intend to be put into place by CCPS.

## **Memorandum of Understanding**

- Items in this document are a formal agreement outside the contract for a limited time period.
- The committee work will be completed and recommendations will be referred to negotiations for consideration for future inclusion in the contract. Any future changes will have to be done through a ratification of the membership to be included in the contract through the negotiations process.



MOU and Letter of Intent

# Next Steps

Additional meeting for TA questions via Zoom on March 13<sup>th</sup> 5:00 pm; registration required.

Voting for members opens March 15<sup>th</sup> and extends through March 24<sup>th</sup> at 4:30 pm. Ballot to vote will be sent to CCBOE email.

Talk up the agreement, share what you learned with colleagues. Ask non-members in your building to join so that this good work can expand the power and the influence of the union.