



# EACC & CCPS



Revised Tentative Agreement for  
2025-2027

## Reasons to Renegotiate

MD Education Code § 6-407 (2024)

- If a fiscal authority does not approve enough funds to implement the negotiated agreement, the public school employer shall renegotiate the funds allocated for these purposes by the fiscal authority with the employee organization before the public school employer makes a final determination in accordance with a timetable and procedure established by the Board.



# EACC Team

- Linda Stocks, Co-Chair
- Lindsay Clark
- William Lewis
- Benjamin Harrington
- Sean Heyl, President, Ex officio
- Dan Besseck, UniServ Rep
- Andrew Shanbarger, Co-Chair
- Lindsey McNeil
- Darnell Lewis-Russell
- Diana Gyuras
- Dr. Elizabeth Rasmussen, UniServ Rep





# CCPS Team

- Dr. Marvin Jones, Co-Chief Negotiator
- Karen Acton
- Kevin Howard
- Mieya Crosby
- David Shimizu
- Kevin Lowndes, Co-Chief Negotiator
- Nikial Majors
- Richard Conley
- Jeremy Campbell





# Special Appreciation

**Aimee Holmes**

**EACC Administrative Assistant**



**Angel Willett**

**CCPS Executive Assistant**





## Article 15 - Salaries

- 2 year agreement – All Bargaining Units
  - FY 27 has not changed
    - Still 3% and Pay Level Increase – Subject to funding
  - FY 26
    - Pay Level Increase- equivalent to 2.75% increase for members on step 3-19
    - 1% COLA
    - X Scale is dissolved as before
      - Members on the ‘X’ scale move up one pay level and go to the ‘non-X’ lane.
      - Example: Member on Step 5 of MAX moves to Step 6 of MA.
      - This is in addition to the Pay Level Increase.

Tentative Salary Scales are available on the EACC website, <http://www.teameacc.org> Scales are tentative until reconciliation with CCPS Finance Department is complete.

## Article 15 - Salaries

- BS Scale to Pay Level 11
  - Efforts to get certified teachers from other localities
  - CTE will have growth opportunities
  - Intend to continue to fight to add more in future bargaining years
- National Board Compensation Recertification
  - 1<sup>st</sup> recertification is a \$8,000 increase
  - 2<sup>nd</sup> recertification is a \$4,000 increase
  - 3<sup>rd</sup> recertification is a \$2,000 increase



## Article 16 & 17

- Extra Pay for Extra Duty
  - 1% increase in FY26
  - Plan to restructure and make pay competitive throughout this contract and into next bargaining.



## Article 19- Employee Leave Provisions

- Sick Leave Gains – Additional leave for longevity

Contract Year	1-10 Years of Service	11-20 Years of Service	21+ Years of Service
<b>10 &amp; 10.5 Month Employees</b>	<b>10</b> sick leave days per contract year	<b>11</b> sick leave days per contract year	<b>12</b> sick leave days per contract year
<b>11-Month Employees</b>	<b>11</b> sick leave days per contract year	<b>12</b> sick leave days per contract year	<b>13</b> sick leave days per contract year
<b>12-Month Employees</b>	<b>12</b> sick leave days per contract year	<b>13</b> sick leave days per contract year	<b>14</b> sick leave days per contract year



## Bargaining Reimbursement

During negotiations between the Board and the Association, the Board agrees to waive the cost equivalent to a maximum of **16-occurrences** of substitute coverage to allow Unit I members of the Association team to participate in contract negotiations that occur during the workday.



## Ratification Process MEMBERS ONLY

- Informational Meetings
  - Tuesday 5/20 5:00 @ EACC Office & Virtual
  - Thursday 5/22 5:00 @ EACC Office & Virtual
- Only EACC Members may VOTE
- Not a Member?
  - Sign Up NOW! - <https://www.teameacc.org/membership/join/>

Sign Up for  
Informational Sessions

