

**Information regarding Tentative  
Agreement between the  
Education Association  
of Charles County  
and  
Charles County  
Board of Education**

# Ratification Process

- Sign in and have your EACC bargaining unit status verified
- Everyone in the certificated bargaining unit (EACC) is welcome to attend the meeting
- This is an informational meeting only
- Learn about the tentative agreement
- Ask questions, but please be respectful
- Ratification will be done via electronic ballot that will be sent to MEMBERS only via CCBOE email
- You have from June 22 through July 3 to vote
- A summary and this PowerPoint presentation will be placed on the EACC website, [www.teameacc.org](http://www.teameacc.org) by Monday, June 22



Leslie Schroeck, Negotiation Team Chair

Richard Kelly, Member

Amy Segars, Member

James Short, Member

Linda McLaughlin, Ex Officio Witness

Courtney Dowling, Chief Negotiator



# CCPS Team

Amy Hollstein, Chief Negotiator

Pam Murphy, Team Member

Paul Balides, Team Member

Sylvia Lawson, Team Member

Lori Gibson, Team Member

# Your Priorities

- Salary (pay level increase first and then COLA)
- Avoiding Furloughs/RIFs
- Maintaining Insurance Benefits
- Improving the Evaluation Process
- Labor Peace

# Our Approach

## Strategy

- Limit focus to those priority items
- Improve contract language
- Lock in a three year contract with limited openers in each year

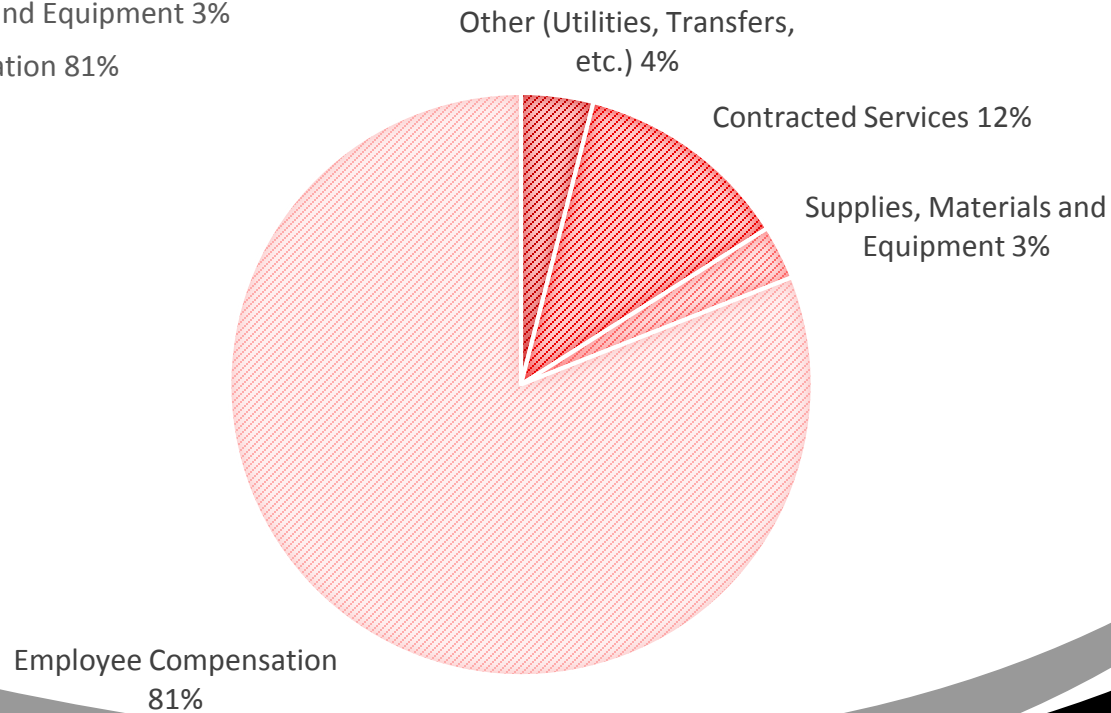
## Goals

- Make everyone whole within the next three years
- Recover pay levels
- Reinstitute COLAs

# CCPS Operating Budget

**\$327 MILLION**

- Other (Utilities, Transfers, etc.) 4%
- Contracted Services 12%
- Supplies, Materials and Equipment 3%
- Employee Compensation 81%



# FY 2016 CCPS Budget Planning

FY15 (14-15 school year) BASE Revenue		\$327,336,800
State Funding		640,512
(This is a 50% reduction in state GCEI funds)		
County Funding	3,929,263	
County Funding – Teacher Pension	948,348	
County Funding – Maintenance of Effort	<u>(678,111)</u>	
(110.8 student decline)		
Total Additional County Funding		4,199,500
Fund Balance Transfer for Maintenance Policy		<u>2,000,000</u>
Total Additional Revenues for FY 16		<u>6,840,012</u>
Total FY 16 Revenue Budget		<b>\$334,176,812</b>



# Mandatory Cost Increases for CCPS

Negotiations/Salaries	\$5,520,000
Health Care Costs	3,000,000
St. Charles High School Staff Cost (Phase Two)	1,494,000
Teachers' Pension Funding	955,800
Bus Contracts (Replace 17 buses and 4 S.E. Routes)	480,000
Project Lead the Way	242,800
Athletic Trainers	205,000
Workers' Compensation/Liability Insurance	276,412
Nurses' Contract	61,000
Fund Balance Maintenance Projects	<del>2,000,000</del>
Total Cost Increases	<b>\$14,235,012</b>

## Total Budget Shortfall for CCPS

**(\$7,395,000)**

### Required Budget Cuts:

Budget Lapse Salary Target Turnover	3,000,000
Budget Lapse FICA Target (or OPEB)	1,405,000
Materials, Supplies, and Equipment Reserve	665,000
Classified Pension Plan Funding	600,000
Health Insurance Copay Increases & Changes	500,000
Utility Budget Savings	500,000
Capital Outlay Reserve	500,000
Program Stipend Savings	125,000
Technology Replacement Reserve	100,000

# CCPS Fund Balance Analysis

Fund Balance Total	\$18,776,281
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Less:

Health Insurance (Excess Claims Reserve, 7.5%)	2,941,700
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Contingency (1% of Annual Operating Budget)	3,561,000
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FY 2014 Year-End Balance	<u>12,273,581</u>
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Less:

FY 2015 Budget Requirement	3,201,086
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FY 2015 Intercategory Budget Change	1,383,200
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Total FY 2015 Use of Funds	<u>4,584,286</u>
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Total FY 2015 Year-End Balance	<u>7,689,295</u>
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Less:

FY 2016 Budget Requirement	3,201,086
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FY 2016 Maintenance Projects	2,000,000
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Total FY 2016 Anticipated Year End Use of Funds	<u>5,201,086</u>
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Total FY 2016 Anticipated Year End Balance for FY 2017	<u>\$2,488,209</u>
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# Overview of Changes by Article

Unit I Member refers to classroom teachers, counselors, librarians, teachers of J-ROTC, county resource teachers and speech therapists.

Unit II Member refers to directors, coordinators, Principals, Vice-Principals, administrative assistants, supervisors, specialists, assistant supervisors, psychologists, and pupil personnel workers.

# Article 5

## Association Rights

- Language added to protect the Release Time President position
- Language added that the EACC will be permitted to use one bulletin board in the school for association information

# **Article 6**

## **Employee Rights**

- The Board of Education will adopt a board policy on physical assaults

# **Article 7**

## **Employee Assignment**

- Both Unit I and Unit II employees will be reimbursed for job related travel (previously was only Unit II)

# Article 8

## Voluntary Transfer

- Requests for transfers will be changed from May 1<sup>st</sup> to March 1<sup>st</sup>
- A teacher may only select a maximum of seven (7) schools to transfer to
- Open Job Fairs will be held in the spring of each year



# Article 13

## Working Hours and Workload

- Work days are specifically noted in Article 13 for Unit I and Unit II (this helps when calculating per diem)
- Principals may only hold three (3) staff meetings a month for 1¼ hours per meeting
- Unit I employees may opt to work the remainder of early dismissal days at an off-site environment (this is not the case for designated report card prep time)
- For secondary schools, 45 minutes of block planning is for self-directed teacher planning (no longer says “at least half the block”)
- Those interested in attending MSEA Convention for Professional Development will be allowed to do so
- Unit I and Unit II will not be required to report to school when school is closed for students (unless when administratively necessary)

# Article 13

## Working Hours and Workload Cont'd

- Specific language added that special area teachers will not be required to submit grades before regular education teachers
- As usual, the standard practice is that lesson plans must be readily accessible for review at the request of an administrator. Administrators may now ask for plans up to be submitted only one day in advance. If you are being formally observed, on a growth plan, or needing support in the area of lesson plan development, an administrator can request lesson plans to be formally submitted more than one day in advance
- Language added to address report card timelines for senior grades and 4<sup>th</sup> quarter grades
- One day of administrative leave is still effect for all Unit I and Unit II members
- Time will be given during the work day for mandatory trainings (i.e., blood born pathogens, sexual harassment, etc.)

# Article 15

## Salaries

- Pay level increase for all Unit I and Unit II members except conditional employees
- Unit I and Unit II members at the top of the pay scale will receive a 2% COLA
- Increased starting salary

# Article 16

## Extra Duty Pay

- New positions added; ROTC Activities Sponsor, Transition Liaison (HS), AVID Coordinator (MS, HS), Marching Band Director, Mock Trial, Best Buddies, Key Club (HS), Math Team (ES), Robotics (ES), Spelling Bee (MS)
- Elimination of positions that no longer exist; Master Teacher, Testing Coordinator, Teacher Partner, Technology Assistant
- Level 16 increase by \$100 (MS tournament sponsor; basketball, volleyball, track and field, archery)

# **Article 17**

## **Tuition Reimbursement and Staff Development**

- MSDE courses will be added for reimbursement

# **Article 18**

## **Health and Life Insurance Packages**

- Health and Insurance Packages will remain the same
- Co-Pays will be increased by \$5.00 for prescription drugs and doctor visits beginning January 1, 2016
- Emergency room copays will increase from \$25.00 to \$100.00, unless the patient is admitted to the hospital
- Dental deductible increased by \$5

# Article 21

## Other Leaves

- For 12 month Unit II members, upon separation from employment for any reason, employees will be paid a maximum of up to 76 earned annual leave days
- Workers' Compensation period of temporary disability is for 60 calendar days

# Article 24

## Employee Evaluation

- Portfolios – A portfolio will be required for Domain 4 only for non-tenured teachers and those in the cohort being observed
  - Due Date April 1
  - Only 2 Artifacts per indicator are required
- Ratings remained the same
- Components of the overall evaluation remained the same
- Any student who is absent 15% of the days within the measured growth will not be included in the SLO scores



# Article 24

## Employee Evaluation Cont'd

- If an educator is absent due to FMLA, Leave of Absence or Workers' Compensation for 15% of the days within the measured growth period, they are not responsible for the SLOs
- Points are awarded by the percent of the SLO attained with the minimum being 0 and the maximum being 15 (no extra credit)

# **Article 30**

## **Duration and Severability**

- The agreement shall remain in full force and in effect until June 30, 2018
- Articles open for negotiation next year are Article 15 (Salary), 16 (Extra Pay for Extra Duty), 18 (Health Insurance) and one opener of each side's choosing

# What's Happening in Other MD Counties?

## Calvert County

- No increase for FY 16
- Still five steps behind
- Certificated employees being RIFed
- CEA Members voted down the contract and IMPASSE is imminent (no funding available, so most likely they will be sent back to the table)

## St. Mary's County

- Will receive 3 steps (those who lost the steps in the past will get the make-up steps), two steps will be given at the beginning of this coming school year and one will be given at the end of this school year
- SMCPS' salary scale is different than ours; it has 30 steps, and many steps are repetitive (bubbles of 2-5 steps of like salaries)

# What's Happening in Other MD Counties?

## Montgomery County

- Will receive one step in October and 2% COLA
- Still one step behind
- Hundreds of positions will be cut for FY 16

## Prince George's County

- Will receive a 2% COLA
- Recommending closing 23 schools (due to declining student enrollment)
- Hundreds of positions will be cut

## Harford County

- Will receive 1 step and 1% COLA at the top of the scale
- Still five steps behind

# What's Happening in Other Counties

## Frederick County

- Will receive one step mid-year, essentially a ½ step, no COLA
- Higher cost insurance premiums (8.8%)

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