



EACC & CCPS



Tentative Agreement for
2025-2027



EACC Team

- Linda Stocks, Co-Chair
- Linsay 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
- Ethan West, UniServ Rep
- Dawn Pipkin, 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





Survey Input from Members

Top Salary goals for all respondents

1. Pay level and COLA
2. COLA
3. Pay Level
4. Additional Compensation (Bonus, Stipend, etc.)
5. EPED

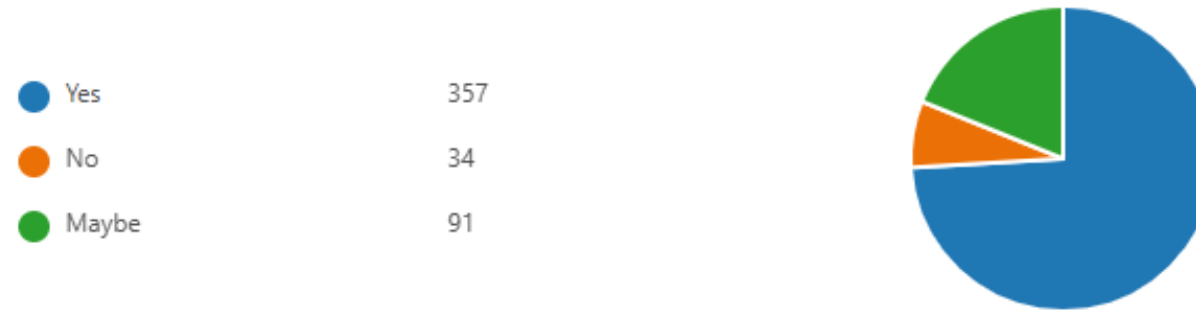
Order of Member's Priorities in Negotiations

1. Salary
2. Benefits
3. Working Conditions



Survey Input from Members

Do you support the idea of time being provided for collaborative planning within a grade level or a specific content?



When would you like time to collaborate with your peers?

1. Identified Early Dismissals Once a Month
2. Adding Late Arrival Days for Students Once a Month
3. Identified Early Dismissal Days Once a Quarter
4. Identified Late Arrival Days for Students Once a Quarter



Article 1 & 3

- General clean-ups
 - Name Changes
 - Add members to proper units
 - Unit 1
 - Librarian/Media Specialist
 - Administrative Interns
 - Define business day
 - There were multiple descriptions of timelines with different “days”.



Article 4, 7, & 8

- Article 4 – Change to keep up with the law
 - Add “the non-negotiable portions of the Blueprint for Maryland’s Future.” to the Board’s rights and responsibilities.
- Article 7 – Change to keep up with MSDE language changes
 - Add “/license”, “/license renewal”, “/licensure” wherever certification is mentioned.
- Article 8 – Voluntary Transfers
 - Add “elementary” before science teacher.
 - Moved the final transfer date to July 1 from July 15
 - Clarification on process for a Unit II lateral transfer
 - Declaration of Intent form by first Friday in February



Article 12 – Non-Teaching Duties

- I. Clarifies “Any other after school event/program apart from Open House and staff meetings shall be voluntary”
- Lead Teacher Qualifications, Responsibilities, and Quantity referred to Blueprint Pillar 2 sub-committee.



Article 13 – Working Hours

- NTO – “New Teacher Orientation”
 - Any first-year educators who attend a mandatory Educator Orientation held in August during their first year, will be paid 90% per diem rate of U1 – 10 month Level 1 BS per day
 - Is an increase to the current rate, will adjust with salary increases automatically.
- Athletic Directors
 - The \$5,000 stipend that has been on the EPED will be **moved** to be added to the base pay and count toward pension.



Article 13 – Working Hours and Work Load

- Infant and Toddler Program
 - “The Infant and Toddler program at the Gwynn Center will work the 227-day workday schedule that begins July 1. The site administrator may ask for volunteers to work additional hours on days outside of the 227 workday schedule to meet the needs of families while not extending their workday hours. The Director of Special Education must pre-approve the additional hours outside of the 227-day workday schedule to be paid at the employee’s hourly rate.”
 - Set Schedule
 - VOLUNTARY OUTSIDE OF THE 227- No member of this group is required or should feel that they MUST work.



Article 13 – Working Hours and Work Load

- E. “Inclement Weather”
 - Adds 12-month Unit II employees may telework with the approval of their immediate supervisor.
- F. “Staff Meetings”
 - Adds “collaborative planning” as an option for this time.
- J. Middle/High school planning periods shall be in ‘no less than 45 minutes.’



Article 13 – Working Hours and Work Load

• Special Education Changes

- Special educators who take on additional caseloads for the purposes of complying with IEP paperwork requirements only will be compensated at the rate of \$35.00 per day which may be paid to one special educator, or split between educators, on a day by day basis.
- In order to meet the needs of specialized program educators for planning and lunch coverage plans shall be developed in collaboration between administrators and specialized program educators and implemented to ensure daily planning and lunch for all employees who support the program.



Article 13 – Working Hours and Work Load

- L. “Teacher Week” – No Substantive Change – Clarifying Language on “Teacher Time”
 - Two full employee workdays (may be 2 full or 1 full and 2 half days)
- O. “Lesson Plans”
 - Templates (not plans are available)
 - Schools may add One (1) component to the plan as a requirement (PLT Goals)
- Define what a preparation/prep is based on guidance from MSEA UniServes
 - Classes requiring two or more different endorsements
 - More than 2 different preps will result in “Reasonable efforts to provide accommodations to the teacher to account for expanded planning responsibilities will be made”



Article 13 – Working Hours and Work Load

- Early Dismissal / Central time for Collaborative Planning.
 - There is a change to part of the student early dismissal days
 - Same number overall
 - On 4 of the 10, half of the time shall be set aside for “structured collaborative planning”
 - Allows time for teams that otherwise do not have ‘team planning’ time.
 - Once a quarter to assist with planning for the future
 - Must be 1st hour of the 2 hours
 - Additional “Structured Collaborative Planning” Time – In-Services
 - ½ of the “Winter” date used for professional learning/structured collaborative planning
 - Fall date will be used for school based professional development/structured collaborative planning



Article 14 Personal Employment Provision

- Future Hires – “Employees hired after Feb. 1 will have the following Feb. 1 as their anniversary date”
- The contract year will normally include a regular schedule of pay periods occurring no fewer than twice per month. The number of pay dates will range between 20-27 pays.
 - Summer pay should still be an option
 - CCPS needs “flexibility” with Oracles’ systems.
 - Main issue is when employees change position mid-year.



Article 15 - Salaries

- 2 year agreement – All Bargaining Units
 - Pay Level Increase (Both years)
 - 3% COLA (Both years)
 - \$500 Stipend to employees on pay level 2 (both years)
 - \$1000 Stipend to employees on pay level 3 (both years)
 - Dissolve the ‘X’ scale
 - Employees on the ‘X’ scale will move up 1 level to the base scale (1/2 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 and 12
 - 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 Clarification
 - National Board-Certified Teachers who are primarily **responsible for instruction to students** will receive the **pro-rated portion of \$10,000 once they achieve NBCT**. The NBCT pay will be added to their base salary and count toward retirement. The full \$10,000 supplement will be added to their base and count toward retirement July 1st after achieving board credentials. An educator who earns **National Board Certification during the contract year** and who is **not teaching students** will be entitled to the **prorated portion of \$4,500.00** for the remainder of the year after achieving licensure and receive the full \$4,500.00 added to their base salary and count toward retirement on July 1st after achieving board credentials.



Article 16 & 17

- Extra Pay for Extra Duty
 - 3% increase in FY26
 - Plan to restructure and make pay competitive throughout this contract and into next bargaining.

- Tuition Reimbursement
 - The total expenditure was increased by 20% from \$500,000 to \$600,000.



Article 19- Employee Leave Provisions

- K. “Ull Floating Leave”
 - 11mo added 1 extra day from 2 days to 3 days
 - 12mo added 2 extra days from 3 days to 5 days

- R. Worker’s Compensation – Time frame and structure
 - Leave will be reviewed within 10 business days and must be accompanied by the Safety and Risk Management Leave Request form and a fully completed CCPS Return to Work Restrictions Form. Employees should make every effort to submit the documents referenced above along with any doctors’ notes, etc. within the ten (10) business days to ensure the efficient processing of claims. If approved, leave will be converted to worker’s compensation leave and not charged to the employee’s leave bank.



Article 24 – Employee Evaluation

- Moved to a 70/30 weight
 - 70% Professional Practice
 - 30% Student Growth (SLOs)

- Moving to a rubric scores for both aspects
 - Ineffective – 1 point
 - Developing – 2 points
 - Effective – 3 points
 - Highly Effective – 4 points



Article 24 – Employee Evaluation

- Switching to Danielson 22 Framework
 - Only focusing on 4 letters per category
 - Domain 1: Planning and Preparation – Sections 1(a), 1(c), 1(e), 1(f) - **(15%)**
 - Domain 2: Learning Environments – Sections 2(a), 2(b), 2(c), 2(d) - **(15%)**
 - Domain 3: Learning Experiences – Sections 3(a), 3(b), 3(c), 3(d) - **(20%)**
 - Domain 4: Professional Responsibilities – Section 4(b), 4(c), 4(d), 4(e) - **(20%)**
- Student Growth Weighting
 - Moving to a rubric scores
 - Classroom SLO #1 - (10%)
 - Classroom SLO #2 - (10%)
 - School SLO #1 - (5%)
 - School SLO #2- (5%)



Article 24 – Employee Evaluation

- Overall scores
 - 1.99 and below = Ineffective
 - 2.00-2.19 = Developing
 - 2.20-3.59 = Effective
 - 3.6-4.0 = Highly Effective
- Why these changes?
 - Overall, about 75%+ of our staff are rated as “highly effective”
 - 70% of new hires are conditionally licensed.
 - Feeling that SLOs are over weighted in the current system
 - Should not overly change number of “ineffective” to state.



Article 24 – Employee Evaluation

Example of Scoring

Professional Practice (70% of Total Score)																
Component	1a	1c	1e	1f	2a	2b	2c	2d	3a	3b	3c	3d	4b	4c	4d	4e
Rubric Score	3	4	2	3	3	3	3	3	3	2	2	3	2	3	3	3
Component Average	3				3				2.5				2.75			
Scale Weight	15%				15%				20%				20%			
Weighted Subscore	0.45				0.45				0.5				0.55			
Professional Practice Total	1.95															
Student Growth (30% of Total Score)																
SLO	Teacher 1				Teacher 2				School 1				School 2			
Rubric Score	3				2				3				1			
Scale Weight	10%				10%				5%				5%			
Weighted Subscore	0.3				0.2				0.15				0.05			
Student Growth Total	0.7															
Overall Evaluation																
Total Evaluation Score	2.65				Effective											



Article 24 – Employee Evaluation

- Unit II changes – Admin and those responsible for student growth.
 - “In collaboration with their supervisor” added to establishing their goals.
 - Specifies the format data should be collected in
 - Using the MSDE rubric for Professional Standards for Educational Leaders
 - Adjust %’s to be based on 70/30

Principals Professional Practice (70% of Total Score)			
Best Practice	Project 1	Project 2	Project 3
Rubric Score	3	4	2
Scale Weight	23.33%	23.33%	23.33%
Weighted Subscore	0.6999	0.9332	0.4666
Professional Practice Total	2.0997		
Student Growth (30% of Total Score)			
SLO	School 1	School 2	
Rubric Score	3	4	
Scale Weight	15%	15%	
Weighted Subscore	0.45	0.6	
Student Growth Total	1.05		
Overall Evaluation			
Total Evaluation Score	3.1497	Effective	



Article 24 – Employee Evaluation

- Unit II changes
 - Content supervisors, specialists, directors, instructional specialists, supervisors, and other Unit II employees are evaluated by their supervisor using the A&S Evaluation Form which includes: goals and individual objectives meeting, organizational skills, job related skills, communication skills, professional growth and development, human relation skills, and accountability. There should be at least three meetings held each year to discuss work performance, a beginning of the year meeting to discuss goals, mid-year report meeting and an end of the year evaluation meeting.



Article 24 – Employee Evaluation

- **Portfolios are to be replaced by “Professional Development Plans”**

“An individualized professional development plan will replace the teacher evaluation portfolio. The plan will consist of a self-evaluation using the components of Danielson Domains 1, 2, and 3 to create a professional development goal and plan to reach by the end of the year. Goals and plans will be set based on results and reflection to enhance teaching and learning, and plans will be individualized to help teachers attain their professional practice goal. Artifacts will be required as part of the completion of the individualized professional development plan.

At the beginning of the year, teachers will meet with a school administrator to review their professional practice goal (4e) and SLOs. A middle-of-year conference will be held to review the SLO and progress toward the professional practice goal. At the end of the year, to complete the requirements for Domain 4, teachers will provide artifacts for each of the Domain 4 components.”

– These are a requirement for recertification and are intended to reduce the extra work between recertification and evaluation.

- **Retire/Rehire**

- Retired from CCPS are year to year contracts and are not observed
- Retired from another LEA in Maryland-Are observed and evaluated in year 1 and go on a three-year cycle after the first year
- Retired from another state-Are treated as a nontenured new hire.
 - a. Nontenured retired/rehired teachers are treated as a new hire teacher.



Article 31 – Durability and Severability

- 2-year agreement FY26 & FY27
- Committees to meet
 - EPED
 - Recommendations from committee will be sent to the Bargaining Teams for inclusion through MOU
 - Focus on changing compensation formats.
 - Blueprint
 - Pilar II (Career Ladder & Lead Teacher) –Continued
 - Other topics required by law
 - Recommendations from committee will be sent to the Bargaining Teams for inclusion through MOU



Ratification Process MEMBERS ONLY

- Informational Meetings

- Thursday 11/14 5:00-6:30 @ Diggs Elem.
 - Tuesday 11/19 3:30-5:00 @ McDonough H.S.
 - Thursday 11/21 4:30-6:00 @ Matula E.S
 - Monday 11/25 5:00-6:30 @ 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

