

UNIT III
PROPOSED NEGOTIATED AGREEMENT CHANGES
7/1/2017 – 6/30/2020

1.01 A. Duration of Contract

This Agreement is made and entered into by and between the Board of Education of Prince George's County and the Association of Supervisory and Administrative School Personnel (Unit II) for the period of **July 1, 2017 through June 30, 2020. This Agreement provides for a reopener for salary, pursuant to Article VI for Fiscal Year 2020.**

2.02 List of Unit Members

The Board shall provide ASASP a list of Unit members, names, classification, date of hire, **date of birth, location and current salary every 90 days starting on July 1 of each school year.**

3.01 Grievance Procedure

2. Grievant: The individual filing the grievance **or ASASP on behalf of its members.**

3.02 Work Day, Work Week, Work Year, Working Conditions

~~A.2. Eleven month employees, required to work on Saturdays and Sundays, will have those days counted as one of the 210 days, provided a full day of work is performed and documented.~~ **° Leave days will be counted in the 210 days.**

3.05 Evaluation

Delete K: Language establishing ad hoc joint committee.

3.15 Tuition Reimbursement

Reimbursement will be disbursed on a first come first served basis. Members will be reimbursed a maximum of 6 credit hours per year.

4.05 Personal Leave

A. Increase from 7 to **8** number of personal days; increase from 8 to **9** the maximum that may be accrued.

4.06 Sick Leave

~~3. The Board approved Medical Disability Statement~~ **extended leave forms** will be required for absences exceeding ten (10) consecutive days.

° This matter has been referred to a joint committee.

4.09 Disposition of Unused Leave

A. *Beginning in Fiscal Year 2019*, Upon retirement from Prince George’s County Public Schools, unit employees shall receive payment for three-tenths of their unused sick leave, not to exceed full pay for a maximum of ~~94~~ **100** days for eleven month employees and ~~100~~ **110** for twelve month employees or for ~~30~~ **35** days of accumulated annual leave, whichever is greater. A person retiring on disability would be eligible for such payment after ~~5~~ **12** years of service in Prince George’s County Public Schools. An individual would be eligible to receive such reimbursement only once. This payment shall be based upon the salary of the final year of employment.

B. Restore resignation language “Effective July 1, 2014” without change.

C. Restore resignation language “prior to July 1, 2001” without change.

D. Restore death language without change.

4.15 FAMILY MEDICAL LEAVE ACT (FMLA)

B. The rules as to employee eligibility and the rules pertaining to the use of the FMLA are ~~contained in Bulletin S-15-03 issued by the CEO of the Prince George’s County Public Schools on August 7, 2002, and can be reviewed either at the Human Resources Office at the Board of Education or at the Union office~~ **available on the Prince George’s County Public Schools website.**

5.04 Health Maintenance Organizations

DELETE – obsolete

5.10 Wellness Program

~~A Wellness Program to be established for all school system employees for Fiscal Year 2006.~~ **There is a Wellness Program for all school system employees.**

5.11 Supplemental Pension Plan

DELETE -obsolete

6.01 Salary Schedules

B. *DELETE* current language

Replace: For Fiscal Year 2018:

Step Increase effective January 1, 2018 applied to base for all eligible employees

2% one-time bonus for all employees at the top of the salary scale

C. *DELETE* current language

Replace: For Fiscal Year 2019:

2% COLA salary improvement on July 1, 2018 applied to base salary for all eligible employees

D. DELETE current language

Replace: For Fiscal Year 2020:

Negotiated Agreement will be reopened for salary ONLY

6.02 ADVANCEMENT – Funded in FY 2018

**6.03 ACCELERATED ADVANCEMENT
DELETE**

6.04 DOCTORATE – Funded in FY 2018 and FY 2019 no increase

6.05 NATIONAL CERTIFICATION - Funded in FY 2018 and FY 2019

A unit member who has successfully completed and attained a Board-approved national certification, for example, the National Board for the Professional Teaching Standards, shall receive a one-time lump sum payment of \$1,000 and a stipend of \$5,000 for ~~each~~ **one** certification for each year the certification remains in good standing. This advanced certification may or may not be required as a condition of employment. ***If more than one certification is required as a condition of employment, the Chief of Human Resources may determine if more than one stipend should be paid.***

On Unit III-Table 900

Delete Administrative Secretary IV; Internal Auditor II; Investigative Auditor III; Supervisor, Internal Audit